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ABSTRACT

Twelve-month administrative salaries were surveyed in 145 universities in 47 states. All 50 states and 170 universities were contacted for information. Section one provides the ranking of salaries paid among the participating universities. Participating member institutions of the National Association of State University and Land-Grant Colleges are identified. The following full-time administrative positions are included: president (chancellor), academic officers, business officers, student affairs officers, administrative officers, public relations/development officers, research officers, and deans (directors). Section two presents tables showing the salaries paid among the 145 respondents arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). Section three presents a table of salaries paid university system officers. A university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to 41 university systems in 33 states, and replies were received from 32 university systems in 27 states. (SW)

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FOURTEENTH ANNUAL
RANK-ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES
PAID
1980-1981

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THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED FORTY-FIVE STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-SEVEN STATES
AND THIRTY-TWO UNIVERSITY SYSTEMS
IN TWENTY-SEVEN STATES

HE013498

OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
DECEMBER 31, 1980

Several pages in this report contain salaries that are very difficult to read. These occurances are too numerous to allow specific mention here. If exact salary figures are needed for any of the job titles in this report, please contact our office. We will be most happy to provide this information. We regret that the appearance of this document is of inferior quality to previous years, and hope you will not be unduly inconvenienced.

Office of Institutional Research
University of Arkansas
318 Admin Building
Fayetteville, Arkansas 72701

1-501-575-5252

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the fourteenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctorate-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire has enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institution. Two positions have been added to the 1980-1981 report. The combined position of Director of Alumni and Development is listed as a title under the Public Relations and Development Officers. The second additional position is Dean of Dentistry.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred seventy universities in fifty states. From this group, replies were received from one hundred forty-five institutions in forty-seven states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State University and Land-Grant Colleges (NASULGC).

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-five participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid university system officers. For purposes of this survey a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to forty-one university systems in thirty-three states, and replies were received from thirty-two university systems in twenty-seven states.

CONTENTS

TABLE I A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Forty-Five Universities in Forty-Seven States 1

President (Chancellor) 4

Academic Officers 5

Business Officers 9

Student Affairs Officers 14

Administrative Officers 21

Public Relations/Development 26

Research Officers 29

Deans (Directors) 31

TABLE II A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Forty-Five Universities in Forty-Seven States by Equal Employment Opportunity Regions:

Atlanta Region 42

Chicago Region 53

Dallas Region 64

Denver Region 75

Kansas City Region 83

New York and Boston Regions 91

Philadelphia Region 99

San Francisco Region 108

Seattle Region 118

TABLE III A Rank-Order Distribution of Twelve Month Administrative Salaries Paid Among Thirty-Two University Systems in Twenty-Seven States 125

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-FIVE UNIVERSITIES IN FORTY-SEVEN STATES

This table summarizes the data for one hundred forty-five universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

- Arizona State University
- Auburn University
- Ball State University
- Bowling Green State University
- California State University at Los Angeles
- Central Michigan University
- City University of New York Brooklyn College
- Clemson University
- Cleveland State University
- College of William & Mary
- Colorado School of Mines
- Colorado State University
- East Tennessee State University
- East Texas State University
- Florida Atlantic University
- Florida State University
- Georgia Institute of Technology
- Georgia State University
- Idaho State University
- Illinois State University
- Indiana State University
- Indiana University of Pennsylvania
- Indiana University-Purdue University at Indianapolis
- Indiana University at Bloomington
- Iowa State University of Science and Technology
- Kansas State University
- Kent State University
- Lamar University
- Louisiana State University & Agricultural & Mechanical College
- Louisiana Tech University
- Memphis State University
- Michigan Technological University
- Middle Tennessee State University
- Mississippi State University
- Morgan State University
- New Mexico Institute of Mining and Technology
- New Mexico State University
- North Carolina State University at Raleigh
- North Dakota State University
- North Texas State University
- Northeast Louisiana University
- Northern Arizona University
- Northern Illinois University
- Oakland University
- Ohio State University
- Ohio University
- Oklahoma State University
- Oregon State University
- Portland State University
- Sam Houston State University
- San Diego State University
- South Dakota School of Mines and Technology
- South Dakota State University
- Southern Illinois University at Carbondale
- Southern Illinois University at Edwardsville
- State University of New York at Albany
- State University of New York at Binghampton
- State University of New York at Stony Brook

TABLE I (Continued)

Stephen F. Austin State University
Temple University
Tennessee Technological University
Texas A & I University
Texas A & M University
Texas Southern University
Texas Tech University and Texas Tech University Health Sciences Center
University of Akron
University of Alabama
University of Alabama at Birmingham
University of Alabama at Huntsville
University of Alaska at Fairbanks
University of Arizona
University of Arkansas
University of California at Berkeley
University of California at Davis
University of California at Riverside
University of California at Santa Barbara
University of California at Santa Cruz
University of Cincinnati
University of Colorado at Boulder
University of Colorado at Denver
University of Connecticut
University of Delaware
University of Florida
University of Georgia
University of Hawaii at Manoa
University of Houston
University of Idaho
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Iowa
University of Kansas at Lawrence
University of Kentucky
University of Louisville
University of Lowell
University of Maine at Orono
University of Maryland at Baltimore
University of Maryland-Baltimore County
University of Maryland at College Park
University of Massachusetts at Amherst
University of Michigan
University of Mississippi
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at St. Louis
University of Montana
University of Nebraska at Lincoln
University of Nebraska at Omaha
University of Nevada at Las Vegas
University of Nevada at Reno
University of New Hampshire
University of New Mexico
University of New Orleans
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Dakota
University of Northern Colorado
University of North Florida
University of Northern Iowa
University of Oklahoma
University of Oregon
University of South Alabama
University of South Carolina
University of South Dakota

TABLE I (Continued)

University of South Florida
University of Southern Mississippi
University of Southwestern Louisiana
University of Tennessee at Knoxville
University of Texas at Arlington
University of Texas at Austin
University of Texas at El Paso
University of Toledo
University of Utah
University of Vermont
University of Virginia
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
University of Wyoming
Utah State University
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
Washington State University
Wayne State University
West Virginia University
Western Michigan University
Wichita State University

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY	
1	75,000	*
2	74,460	*
3	69,000	*
4	65,000	*
5	65,000	*
6	65,000	*
7	65,000	*
8	64,920	*
9	63,000	
10	62,360	*
11	61,279	
12	61,000	*
13	59,530	
14	59,500	*
15	57,000	*
AVERAGE	64,470	

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY	
1	79,500	*
2	78,800	*
3	78,160	*
4	77,500	
5	77,000	*
6	76,500	*
7	75,800	*
8	75,127	*
9	75,000	*
10	75,000	*
11	75,000	*
12	75,000	*
13	73,600	*
14	72,700	*
15	72,500	
16	72,000	*
17	71,100	*
18	71,000	*
19	70,323	*
20	69,900	*
21	69,645	*
22	69,550	
23	69,300	*
24	68,800	*
25	68,800	*
26	68,750	*
27	68,500	*
28	68,047	*
29	68,045	*
30	68,000	*
31	68,000	
32	67,157	*
33	67,150	*
34	67,000	*
35	67,000	*
36	66,750	*
37	66,500	*
38	66,500	
39	65,900	
40	65,800	*
41	65,500	*
42	65,295	*
43	65,000	
44	65,000	
45	64,512	*
46	64,500	*
47	63,700	*
48	63,643	*
49	63,500	*
50	63,180	
51	63,000	*
52	62,900	*
53	62,800	*
54	62,777	*
55	62,750	*
56	62,540	*
57	62,360	*
58	62,250	
59	62,000	*
60	62,000	
61	61,940	
62	61,500	
63	61,500	
64	61,301	*
65	60,500	
66	60,429	
67	60,407	*
68	60,000	
69	60,000	*
70	59,950	*
71	59,580	
72	59,580	*
73	59,329	
74	59,329	
75	59,329	
76	59,171	*
77	59,125	
78	59,000	*
79	59,000	
80	57,750	
81	57,500	
82	57,000	
83	57,000	*
84	56,700	
85	56,600	*
86	56,530	
87	56,500	
88	56,500	
89	56,000	*
90	55,600	*
91	55,400	*
92	55,300	*
93	55,000	*
94	54,500	*
95	54,500	
96	54,167	*
97	54,167	*
98	53,900	
99	53,800	
100	53,720	
101	53,500	
102	53,495	*
103	53,200	*
104	53,000	*
105	52,700	
106	52,265	*
107	51,900	
108	51,400	
109	51,000	*
110	50,357	
111	50,334	*
112	49,750	*
113	49,634	*
114	49,500	
115	48,521	*
116	47,800	*
117	47,500	
118	47,143	
119	47,000	
120	44,869	
121	43,900	
122	43,900	
123	42,983	
124	42,750	*
AVERAGE	61,357	

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY	
1	70,000	*
2	68,000	*
3	67,500	*
4	67,500	*
5	67,000	
6	65,830	*
7	64,950	*
8	63,955	*
9	63,700	*
10	63,000	*
11	62,700	*
12	62,700	*
13	61,800	*
14	61,700	*
15	61,000	*
16	60,250	*
17	60,100	*
18	60,000	*
19	59,500	*
20	58,700	
21	58,500	*
22	58,500	*
23	58,000	*
24	57,400	*
25	57,240	*
26	57,200	
27	57,000	
28	57,000	*
29	56,592	*
30	56,500	
31	(56,000)	*
32	56,000	*
33	55,700	*
34	55,345	*
35	55,300	
36	55,200	*
37	55,008	*
38	55,000	*
39	54,764	*
40	54,760	
41	54,180	*
42	53,940	*
43	53,800	
44	53,767	*
45	53,600	*
46	53,500	*
47	53,450	*
48	53,410	*
49	53,354	
50	53,350	
51	(53,000)	*
52	(53,000)	*
53	52,750	
54	52,500	*
55	(52,425)	*
56	52,400	*
57	52,000	*
58	52,000	*
59	51,960	
60	51,925	*
61	51,800	
62	51,500	
63	51,192	
64	51,072	
65	51,072	
66	51,000	*
67	50,970	*
68	50,500	*
69	50,270	*
70	50,000	
71	50,000	*
72	50,000	
73	50,000	
74	49,750	
75	49,000	*
76	49,000	
77	48,543	*
78	48,500	
79	48,350	
80	48,150	
81	48,000	*
82	(47,975)	
83	47,793	*
84	47,000	
85	46,800	
86	46,500	*
87	45,983	
88	45,971	
89	45,762	*
90	45,700	*
91	45,118	
92	45,000	*
93	44,951	
94	44,940	
95	44,666	*
96	44,640	*
97	44,512	*
98	44,500	
99	44,283	
100	44,140	
101	44,000	
102	43,944	
103	43,863	
104	43,452	
105	43,164	
106	43,135	*
107	43,000	*
108	42,500	
109	42,415	
110	41,700	*
111	41,216	
112	41,105	
AVERAGE	52,552	

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY	
1	68,100	
2	63,300	*
3	62,750	*
4	62,000	*
5	61,780	*
6	61,300	*
7	61,000	*
8	61,000	*
9	60,000	*
10	59,500	*
11	59,500	*
12	59,200	*
13	58,750	
14	58,563	*
15	58,200	*
16	57,300	*
17	57,000	*
18	57,000	*
19	56,250	
20	56,075	
21	56,000	*
22	(56,000)	*
23	54,900	
24	54,500	*
25	54,000	
26	(53,000)	*
27	(52,425)	*
28	51,600	
29	49,144	*
30	(47,976)	
31	46,900	*
AVERAGE	57,242	

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY	
1	62,673	*
2	59,403	*
3	56,500	*
4	55,500	*
5	53,990	*
6	53,750	*
7	52,300	*
8	52,270	*
9	51,950	*
10	51,400	*
11	50,000	*
12	50,000	*
13	49,800	*
14	49,500	*
15	49,500	*
16	49,000	*
17	48,950	*
18	48,600	*
19	47,600	
20	47,556	
21	47,500	*
22	47,500	*
23	47,400	*
24	47,000	*
25	46,937	*
26	46,700	*
27	46,680	*
28	46,473	*
29	46,400	*
30	46,000	*
31	45,500	*
32	45,500	*
33	45,348	
34	45,126	
35	45,002	*
36	45,000	*
37	44,975	*
38	44,530	
39	44,500	*
40	44,415	*
41	44,362	*
42	44,200	*
43	44,100	
44	44,016	
45	44,000	*
46	44,000	*
47	43,853	*
48	43,584	*
49	43,500	*
50	43,120	*
51	43,005	*
52	42,907	*
53	42,840	*
54	42,700	*
55	42,700	*
56	42,539	
57	42,000	*
58	42,000	*
59	42,000	*
60	41,617	*
61	41,594	
62	41,564	*
63	41,489	
64	41,400	*
65	41,300	
66	41,200	*
67	41,100	*
68	41,100	*
69	41,000	*
70	40,980	
71	40,927	*
72	40,843	*
73	40,790	*
74	40,773	
75	40,765	*
76	40,359	
77	40,300	*
78	40,150	*
79	40,082	*
80	40,000	*
81	40,000	*
82	40,000	
83	40,000	*
84	39,960	
85	39,684	*
86	39,600	*
87	39,500	*
88	39,400	
89	39,300	*
90	39,200	
91	39,000	
92	38,937	
93	38,846	*
94	38,430	
95	38,380	
96	38,290	*
97	38,000	*
98	38,000	
99	37,950	*
100	37,750	
101	37,600	*
102	37,500	*
103	37,420	
104	37,000	*
105	36,836	
106	36,796	*
107	36,500	
108	36,453	
109	36,300	
110	36,253	
111	36,000	*
112	35,940	*
113	35,890	
114	35,815	
115	35,692	*
116	35,568	
117	35,480	
118	35,000	
119	34,963	
120	34,515	
121	34,350	
122	34,000	*
123	34,000	
124	33,657	
125	33,295	*
126	33,177	*
127	33,000	
128	32,901	
129	32,532	
130	32,000	
131	31,830	*
132	31,477	
133	31,234	*
134	27,820	
135	27,300	
136	25,065	
137	25,000	
138	25,000	
AVERAGE	41,297	

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	(49,875)*	41	29,903 *	84	24,970
2	49,000 *	42	29,641 *	85	24,610 *
3	(46,500)*	43	29,490 *	86	24,380 *
4	45,700 *	44	29,200 *	87	24,300 *
5	43,840 *	45	28,953 *	88	24,243 *
6	40,713 *	46	28,836 *	89	23,300 *
7	40,200 *	47	28,801	90	22,600
8	37,290 *	48	28,633 *	91	22,405
9	37,080	49	28,600 *	92	22,164 *
10	36,795 *	50	28,400	93	22,100 *
11	(36,643)*	51	28,360	94	22,017 *
12	36,200 *	52	28,250	95	21,963
13	36,100 *	53	28,080 *	96	21,216 *
14	(36,000)*	54	27,984 *	97	21,100
15	35,100 *	55	27,885 *	98	21,000 *
16	34,762 *	56	27,782 *	99	21,000 *
17	(34,587)*	57	27,300	100	20,900 *
18	34,475	58	27,250	101	20,500
19	34,285 *	59	27,000	102	20,223 *
20	(34,164)	60	26,975	103	20,000
21	34,135 *	61	(26,841)*	104	19,910
22	34,000 *	62	26,700	105	19,170 *
23	33,990 *	63	26,640 *	106	18,377 *
24	33,857 *	64	26,500	107	18,228
25	33,800 *	65	26,353 *	108	18,000
26	32,765 *	66	26,300 *	109	16,604 *
27	32,594 *	67	26,300 *		
28	32,359 *	68	26,000 *	AVERAGE	28,710
29	32,135 *	69	26,000		
30	31,720 *	70	25,950		
31	31,000 *	71	25,845 *		
32	30,408	72	25,800 *		
33	30,204 *	73	25,650 *		
34	30,200	74	25,557 *		
35	30,200	75	25,500 *		
36	30,167 *	76	25,400 *		
37	30,100	77	25,380		
38	30,000 *	78	25,284 *		
39	30,000	79	25,200		
40	30,000 *	80	25,123 *		
		81	25,060 *		
		82	25,050 *		
		83	25,000 *		

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	[illegible] *
2	57,375 *
3	54,200 *
4	53,025 *
5	51,000 *
6	50,500 *
7	50,114 *
8	(50,100)*
9	48,516 *
10	48,100 *
11	48,000 *
12	47,950 *
13	[illegible] *
14	47,500 *
15	47,400 *
16	47,333 *
17	47,160 *
18	47,000 *
19	47,000 *
20	46,500 *
21	45,813 *
22	45,500 *
23	45,314 *
24	45,000 *
25	45,000 *
26	45,000 *
27	44,300 *
28	43,400 *
29	43,372 *
30	43,200 *
31	43,000
32	42,700 *
33	42,506 *
34	42,180 *
35	42,000 *
36	42,000
37	41,987 *
38	41,775 *
39	41,500 *
40	40,983 *
41	40,800 *
42	40,067 *
43	40,025
44	40,000
45	40,000 *
46	40,000 *
47	39,761 *
48	39,660 *
49	39,520 *
50	39,490 *
51	39,400 *
52	39,120
53	39,100 *
54	39,000 *
55	38,800 *
56	38,704 *
57	38,500
58	38,000
59	37,985 *
60	37,900
61	37,800 *
62	37,795 *
63	37,764
64	37,430
65	37,200
66	36,800 *
67	36,795 *
68	36,754 *
69	36,565
70	36,504
71	36,500
72	36,420
73	36,300
74	36,040
75	36,000
76	35,992 *
77	35,732
78	35,700 *
79	35,500
80	35,093
81	35,000
82	35,000 *
83	35,000 *
84	[illegible] *
85	34,900
86	34,697 *
87	34,634
88	34,612
89	34,600
90	34,000 *
91	33,900
92	33,700
93	33,612
94	33,402
95	33,367
96	33,133 *
97	33,000
98	32,925 *
99	32,864 *
100	32,840
101	32,000
102	31,900 *
103	31,860
104	31,507
105	31,337
106	31,247 *
107	30,900
108	30,600 *
109	30,285 *
110	30,012
111	30,000
112	29,900 *
113	29,004
114	28,700
115	28,255
116	28,243
117	28,116
118	28,000 *
119	27,843 *
120	27,625
121	27,456
122	25,597 *
123	23,647
124	22,493
AVERAGE	38,343

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	70,440 *
2	65,000 *
3	64,000 *
4	(63,940)*
5	60,100
6	(59,500)*
7	59,[illegible] *
8	59,400
9	59,300 *
10	57,000 *
11	56,500 *
12	56,300 *
13	56,000 *
14	55,925 *
15	55,600
16	55,000 *
17	54,891 *
18	54,725 *
19	54,700
20	54,400 *
21	54,200 *
22	54,100
23	54,000
24	54,000 *
25	53,750 *
26	53,500 *
27	53,300
28	53,200 *
29	53,165 *
30	53,041 *
31	53,000 *
32	53,000
33	53,000 *
34	52,100
35	52,034 *
36	52,000
37	51,490
38	51,477
39	51,475 *
40	51,360 *
41	51,2[illegible] *
42	51,073
43	51,073
44	51,000 *
45	51,000 *
46	50,[illegible]2[illegible] *
47	50,600 *
48	(50,400)*
49	50,290 *
50	50,203 *
51	50,196 *
52	50,000 *
53	50,000 *
54	50,000
55	49,[illegible]23 *
56	49,757 *
57	49,500
58	49,[illegible] *
59	49,300 *
60	49,000 *
61	49,000
62	48,590
63	48,500
64	48,456 *
65	48,360
66	48,090 *
67	48,000 *
68	47,940 *
69	47,793 *
70	47,783
71	47,500
72	46,325 *
73	(46,100)*
74	46,000 *
75	45,700
76	45,550
77	45,519
78	45,500 *
79	45,100 *
80	44,921
81	44,040 *
82	44,000 *
83	44,000 *
84	43,[illegible]
85	43,377
86	43,22[illegible] *
87	43,[illegible]
88	43,055
89	42,525 *
90	42,410
91	42,360 *
92	42,04[illegible] *
93	42,000
94	41,975
95	41,105
96	40,990
97	40,900
98	40,[illegible]00
99	39,[illegible]
100	39,2[illegible]6 *
101	3[illegible],055 *
102	37,974 *
103	37,000
104	34,400 *
105	(31,54[illegible])*
AVERAGE	49,471

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	53,600
2	52,300 *
3	51,000 *
4	49,300 *
5	46,779 *
6	46,500 *
7	45,100 *
8	45,050 *
9	44,494
10	44,100 *
11	43,695 *
12	43,500
13	43,500 *
14	43,440 *
15	42,804
16	42,767 *
17	42,679
18	41,900 *
19	41,800 *
20	41,602 *
21	41,090
22	40,600
23	40,500 *
24	40,150 *
25	40,000 *
26	40,000 *
27	39,769 *
28	39,652 *
29	39,500 *
30	39,500
31	39,300 *
32	39,070 *
33	39,000 *
34	39,000 *
35	38,997
36	38,975 *
37	38,760 *
38	38,520
39	38,500
40	38,500 *
41	38,460 *
42	38,244 *
43	38,000 *
44	38,000 *
45	37,895 *
46	37,850
47	37,836 *
48	37,773
49	37,700 *
50	37,600 *
51	37,550 *
52	37,400 *
53	37,030 *
54	37,000 *
55	36,762
56	36,752 *
57	36,407 *
58	36,000 *
59	35,950 *
60	35,700 *
61	35,425 *
62	35,400
63	(35,363)*
64	35,100
65	35,000 *
66	34,650
67	34,520
68	34,500 *
69	34,382 *
70	34,213 *
71	34,210 *
72	34,140 *
73	34,000
74	33,800
75	33,704
76	33,100 *
77	33,060
78	32,901
79	32,800
80	32,712 *
81	32,500 *
82	32,300
83	(32,000)*
84	31,716 *
85	31,478
86	30,988 *
87	30,792 *
88	30,382
89	30,274
90	30,000 *
91	29,930 *
92	29,900 *
93	29,612
94	29,437
95	29,397 *
96	29,240 *
97	29,125 *
98	29,100 *
99	29,000 *
100	29,000 *
101	29,000 *
102	28,642
103	28,400
104	28,275 *
105	27,800
106	27,415 *
107	26,056
108	25,100
109	25,000 *
110	15,779
AVERAGE	36,305

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(63,947)*
2	(59,858)*
3	(55,000)*
4	52,470 *
5	49,500 *
6	49,300 *
7	(48,700)*
8	(47,750)*
9	45,120 *
10	41,380 *
11	40,000
12	39,600
13	38,500 *
14	38,388 *
15	37,945
16	37,300 *
17	35,500 *
18	34,425 *
19	33,100 *
20	33,000 *
21	32,200 *
22	(32,000)*
23	31,790 *
24	31,200 *
25	28,400 *
26	27,717 *
27	27,393
28	27,144 *
29	26,737 *
30	26,195 *
31	26,040
32	24,503 *
33	22,965
34	22,692
35	21,910 *
36	20,960 *
AVERAGE	36,341

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	54,700 *
2	48,224 *
3	47,850 *
4	47,500 *
5	(47,350)*
6	46,380 *
7	46,000 *
8	45,348
9	(42,100)*
10	42,000 *
11	41,670 *
12	38,613 *
13	37,540
14	37,420 *
15	37,300 *
16	37,210
17	36,900
18	36,600 *
19	36,000 *
20	35,160 *
21	35,000 *
22	35,000 *
23	34,500
24	34,320
25	34,210 *
26	33,821 *
27	33,275 *
28	33,170
29	33,121
30	33,000 *
31	32,460 *
32	32,053 *
33	(32,000)*
34	31,970 *
35	31,600 *
36	31,574 *
37	(31,548)*
38	31,500 *
39	30,300
40	30,084
41	30,032 *
42	30,000 *
43	29,500 *
44	28,500 *
45	28,396
46	28,120 *
47	28,056
48	26,640
49	26,497
50	25,464
51	24,430 *
52	24,233
AVERAGE	35,304

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	38,500 *
2	38,500 *
3	37,800 *
4	37,300 *
5	36,700 *
6	35,700 *
7	35,040 *
8	34,884 *
9	34,500
10	34,210 *
11	33,892 *
12	33,000 *
13	32,820 *
14	32,820 *
15	32,720 *
16	32,500 *
17	32,400 *
18	32,200
19	31,900
20	31,440 *
21	31,290 *
22	31,250
23	31,212 *
24	31,000 *
25	30,720 *
26	30,135 *
27	29,746 *
28	29,675 *
29	29,256
30	29,060 *
31	29,000 *
32	28,950
33	28,900 *
34	28,704
35	28,517 *
36	28,500 *
37	28,500 *
38	28,404 *
39	28,000
40	28,000
41	27,792 *
42	27,746 *
43	27,375 *
44	27,500
45	27,329 *
46	27,300
47	27,300 *
48	27,023
49	26,974 *
50	26,900
51	26,350 *
52	26,015
53	25,900 *
54	25,710

RANK	SALARY
55	25,700 *
56	25,416
57	25,320 *
58	25,136
59	25,030
60	25,000
61	25,000 *
62	24,850 *
63	24,630 *
64	24,000
65	23,910 *
66	23,900 *
67	23,874
68	23,750 *
69	23,750 *
70	23,573
71	22,535
72	22,377 *
73	22,143 *
74	22,100 *
75	22,000 *
76	21,937
77	21,320 *
78	21,200 *
79	21,020 *
80	21,005
81	20,616
82	20,500
83	19,700 *
84	18,904
85	16,500
86	15,600 *
87	14,952 *
AVERAGE	27,507

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	56,000 *
2	(48,200)*
3	46,000 *
4	45,396 *
5	44,500
6	44,000 *
7	43,400 *
8	43,393 *
9	43,200 *
10	42,300
11	42,250 *
12	42,200
13	41,910 *
14	41,800 *
15	40,716 *
16	40,594 *
17	40,320
18	40,300
19	40,000 *
20	39,393 *
21	39,350
22	39,000 *
23	38,500 *
24	38,364 *
25	38,207 *
26	38,000
27	37,860 *
28	37,000 *
29	36,900 *
30	36,795 *
31	36,652
32	36,191 *
33	36,100 *
34	36,000 *
35	35,904
36	35,500 *
37	(35,285)*
38	35,124 *
39	35,000 *
40	35,000
41	34,900 *
42	34,900 *
43	34,600 *
44	34,300 *
45	34,250
46	34,210 *
47	34,210 *
48	34,200
49	34,000 *
50	34,000
51	33,724 *
52	33,597 *
53	33,513 *
54	33,500
55	33,422 *
56	33,347 *
57	33,165 *
58	33,060
59	33,035 *
60	33,000 *
61	32,890
62	32,850 *
63	32,800
64	31,716 *
65	31,700
66	31,250
67	30,900
68	30,790 *
69	30,750 *
70	30,596 *
71	30,503 *
72	30,500
73	30,324 *
74	30,165 *
75	29,900
76	29,782 *
77	29,725 *
78	29,630
79	29,630 *
80	28,620 *
81	28,019 *
82	27,900 *
83	27,690 *
84	27,500 *
85	27,500
86	27,300
87	27,250
88	27,144 *
89	25,700
90	25,500 *
91	25,234
92	24,946
93	24,900 *
94	24,800
95	24,700 *
96	23,750 *
97	23,544 *
98	23,434 *
99	23,350 *
100	23,300 *
101	22,914
102	21,567
103	20,937
104	20,500
105	20,340 *
106	19,700 *
107	19,400
108	17,300
109	13,563 *
AVERAGE	32,943

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	53,467 *
2	47,522 *
3	46,960 *
4	46,800 *
5	46,217 *
6	45,423 *
7	45,345
8	45,345
9	45,170 *
10	45,000 *
11	43,894
12	43,575
13	42,950 *
14	42,750 *
15	42,500 *
16	42,000 *
17	41,900
18	41,567 *
19	41,067 *
20	40,697
21	39,800 *
22	39,697 *
23	39,680 *
24	39,400 *
25	38,653
26	38,501
27	38,500
28	38,422 *
29	37,960 *
30	37,339 *
31	37,327 *
32	37,115
33	37,000
34	37,000 *
35	36,953
36	36,825 *
37	36,705 *
38	36,344
39	36,224 *
40	36,000 *
41	35,808
42	35,800
43	35,437
44	35,190
45	35,100 *
46	35,094
47	35,000 *
48	35,000 *
49	35,000 *
50	34,750
51	34,700 *
52	34,525
53	34,033 *
54	34,000
55	33,917
56	33,450 *
57	33,450
58	33,400 *
59	33,307 *
60	33,200
61	33,000 *
62	32,913
63	32,700
64	32,650 *
65	32,640 *
66	32,600 *
67	32,090 *
68	32,000
69	31,996
70	31,950
71	31,895 *
72	31,800
73	31,790 *
74	31,600
75	30,600
76	30,591
77	30,215 *
78	30,164 *
79	30,000
80	30,000
81	29,000 *
82	28,457 *
83	28,044
84	28,000
85	28,000 *
86	27,708
87	27,250
88	26,705 *
89	25,473
90	25,224
91	24,540 *
AVERAGE	35,972

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	58,000 *
2	45,000 *
3	34,612 *
4	34,500 *
5	33,096 *
6	32,174 *
7	31,954 *
8	31,775
9	31,150 *
10	29,954 *
11	29,940
12	29,704 *
13	29,600 *
14	29,200 *
15	29,147 *
16	29,143 *
17	29,050 *
18	27,200
19	27,175 *
20	27,000 *
21	26,900 *
22	24,725
23	24,400 *
24	23,294 *
25	23,280 *
26	22,956 *
27	22,224 *
28	22,050 *
29	22,000 *
30	21,363
31	21,038
32	20,415
33	20,401 *
34	20,400 *
35	20,260 *
36	20,000
37	19,900
38	19,741
39	19,400 *
40	19,170
41	19,150 *
42	18,150
43	18,000
44	17,907
45	17,515
46	16,130 *
AVERAGE	23,794

TABLE I (Continued)

STUDENT SERVICES OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	47,364 *
2	47,300 *
3	46,600 *
4	46,300 *
5	45,475 *
6	45,372 *
7	44,100 *
8	(42,500)
9	(42,157)*
10	42,000 *
11	41,903
12	41,243
13	40,799 *
14	40,785 *
15	40,597
16	40,300 *
17	40,000 *
18	39,737
19	39,382 *
20	39,263 *
21	38,220
22	37,896
23	37,770 *
24	37,167 *
25	(36,984)*
26	36,958 *
27	(36,600)*
28	36,304 *
29	36,150
30	36,000 *
31	35,920
32	35,800 *
33	35,760
34	35,600
35	35,563
36	35,500 *
37	35,400 *
38	35,350 *
39	(35,300)*
40	34,515
41	34,427 *
42	34,100 *
43	33,967 *
44	33,602 *
45	33,535 *
46	33,500 *
47	33,465 *
48	33,300 *
49	33,275 *
50	33,211 *
51	33,197 *
52	(32,963)*
53	32,644 *
54	32,520 *
55	32,455 *
56	32,400 *
57	32,254 *
58	32,050 *
59	32,000 *
60	32,000 *
61	31,650
62	31,622
63	31,507
64	31,500 *
65	31,453 *
66	31,400 *
67	31,375 *
68	31,250 *
69	31,075 *
70	31,006 *
71	30,800 *
72	30,796
73	30,641
74	30,600
75	30,500 *
76	30,406 *
77	30,380 *
78	30,300
79	30,250 *
80	30,000
81	30,000 *
82	29,800 *
83	29,760 *
84	29,500 *
85	29,400 *
86	29,349
87	29,149 *
88	29,100 *
89	29,041 *
90	29,000 *
91	28,600
92	28,500
93	28,500
94	28,400
95	28,020 *
96	28,000 *
97	27,300 *
98	26,800
99	26,650
100	26,600
101	26,500 *
102	26,434 *
103	26,233
104	26,200
105	26,003 *
106	25,700 *
107	25,700 *
108	25,577
109	25,560 *
110	25,397
111	25,300
112	25,231
113	25,003 *
114	25,000
115	24,000 *
116	23,904
117	23,800 *
118	23,724 *
119	23,574
120	23,413 *
121	23,143 *
122	23,000
123	22,000
124	21,673 *
125	21,500
126	20,445
127	19,000
128	18,750
129	18,500
130	13,736
AVERAGE	31,200

TABLE I (Continued)

STUDENT SERVICES OFFICERS:
REGISTRAR

RANK	SALARY
1	52,450 *
2	44,250 *
3	43,445 *
4	(42,600)
5	42,200 *
6	(42,157)*
7	41,500 *
8	41,100 *
9	40,042
10	39,055 *
11	39,000 *
12	38,790 *
13	38,130
14	38,000 *
15	37,896
16	37,752 *
17	37,750 *
18	37,500 *
19	(36,984)*
20	36,393
21	36,240 *
22	36,000 *
23	36,000
24	36,000 *
25	36,000 *
26	35,975
27	35,900
28	35,744 *
29	35,734 *
30	35,724
31	35,500 *
32	35,450 *
33	(35,300)*
34	35,005 *
35	35,000 *
36	35,000 *
37	34,550 *
38	34,500 *
39	34,000 *
40	33,975 *

RANK	SALARY
41	33,300 *
42	33,250
43	33,167 *
44	33,110
45	(33,040)*
46	32,913
47	32,700
48	32,674 *
49	32,287
50	32,230 *
51	32,000
52	32,000 *
53	31,600 *
54	31,600
55	31,530 *
56	31,500 *
57	31,400 *
58	31,350
59	31,270 *
60	31,000 *
61	31,000 *
62	30,915 *
63	30,708
64	30,660 *
65	30,500 *
66	30,400
67	30,348 *
68	30,262
69	30,000
70	29,970
71	29,731 *
72	29,500
73	29,390
74	29,352 *
75	29,250 *
76	29,200 *
77	29,045 *
78	29,000 *
79	28,980
80	28,900 *
81	28,722
82	28,650 *
83	28,500 *

RANK	SALARY
84	28,474 *
85	28,277
86	28,023 *
87	27,790
88	27,700 *
89	27,574 *
90	27,523 *
91	27,500 *
92	27,500
93	27,142
94	27,004 *
95	27,000 *
96	27,000 *
97	26,914
98	26,604 *
99	26,600
100	26,495 *
101	26,415 *
102	26,332
103	26,323 *
104	26,304 *
105	26,023 *
106	26,000
107	25,980
108	25,904
109	25,780
110	25,515 *
111	25,439
112	25,400 *
113	25,300
114	25,000
115	24,750
116	24,530 *
117	24,500 *
118	24,433 *
119	24,290 *
120	23,745
121	23,000 *
122	23,000
123	22,617 *
124	20,550
125	13,664
AVERAGE	31,391

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY	
1	40,772	*
2	39,732	
3	39,732	
4	39,240	*
5	38,830	*
6	38,700	*
7	38,364	*
8	(35,600)	*
9	35,400	*
10	35,000	*
11	34,902	
12	34,410	*
13	34,047	*
14	33,924	*
15	33,690	*
16	33,500	*
17	33,436	*
18	33,300	*
19	32,400	*
20	32,400	*
21	32,360	*
22	32,256	*
23	32,043	
24	32,043	*
25	31,770	*
26	31,680	*
27	31,568	*
28	31,541	*
29	31,500	*
30	31,500	
31	31,500	*
32	31,500	*
33	31,500	*
34	31,400	*
35	31,070	
36	31,000	*
37	30,800	
38	30,701	*
39	30,600	*
40	30,590	*
41	30,537	
42	30,500	
43	30,360	*
44	30,000	*
45	29,800	*
46	29,760	*
47	29,750	
48	29,671	*
49	29,611	
50	29,600	*
51	29,400	
52	29,317	*
53	29,245	*
54	29,047	*
55	29,000	
56	29,000	*
57	28,997	*
58	28,900	*
59	28,750	*
60	28,603	
61	28,600	*
62	28,560	
63	28,557	
64	28,384	
65	28,380	*
66	28,300	*
67	28,290	*
68	28,240	*
69	28,200	*
70	28,000	
71	27,912	*
72	27,900	
73	27,600	*
74	27,574	*
75	27,552	*
76	27,545	*
77	27,450	*
78	27,415	
79	27,400	*
80	27,264	*
81	27,040	
82	26,980	*
83	26,890	
84	26,820	*
85	26,685	*
86	26,680	*
87	26,670	*
88	26,650	*
89	26,607	
90	26,600	*
91	26,370	*
92	26,296	*
93	26,183	
94	26,040	*
95	26,003	*
96	25,714	*
97	25,700	*
98	25,600	
99	25,600	
100	25,560	
101	25,500	*
102	25,428	*
103	25,200	*
104	25,000	*
105	25,000	*
106	25,000	
107	25,000	*
108	25,000	
109	24,900	*
110	24,900	*
111	24,800	*
112	24,750	
113	24,730	*
114	24,611	
115	24,270	*
116	24,200	
117	24,173	
118	23,793	
119	23,605	
120	23,401	
121	23,400	*
122	23,135	
123	23,013	*
124	22,934	
125	22,690	
126	22,660	
127	22,464	*
128	22,450	*
129	22,235	
130	22,000	
131	21,727	*
132	21,330	
133	21,240	
134	20,400	
135	19,392	
136	18,903	
137	18,761	
138	17,950	
139	17,472	
140	17,131	*
141	17,124	
AVERAGE	28,04	

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

		RANK	SALARY	RANK	SALARY
		41	31,954 *	84	24,150
		42	31,745	85	24,000 *
RANK	SALARY	43	31,700	86	24,000 *
1	44,200 *	44	31,500 *	87	23,994 *
2	43,444 *	45	31,400 *	88	23,764
3	43,200 *	46	31,320 *	89	23,760 *
4	41,742 *	47	31,050	90	23,342 *
5	41,067 *	48	30,604 *	91	23,323
6	39,990 *	49	30,300 *	92	23,027
7	39,732	50	30,180 *	93	23,004
8	39,723	51	29,837 *	94	23,000
9	39,300 *	52	29,542	95	22,910 *
10	39,174 *	53	29,340 *	96	22,695 *
11	39,127 *	54	29,000 *	97	22,627 *
12	38,055 *	55	28,500	98	22,600 *
13	37,500 *	56	28,465 *	99	22,421
14	37,450 *	57	28,186 *	100	22,224
15	37,100 *	58	28,142 *	101	22,200
16	(37,040)*	59	28,000 *	102	22,054 *
17	37,000 *	60	27,900 *	103	21,964
18	36,725	61	27,900	104	21,632 *
19	36,600 *	62	27,600 *	105	21,544 *
20	36,000 *	63	27,546 *	106	21,507
21	35,952 *	64	27,500	107	21,350 *
22	35,209 *	65	27,300	108	21,000 *
23	35,000 *	66	27,195 *	109	20,775
24	35,000 *	67	27,144 *	110	20,000
25	34,732 *	68	27,017 *	111	19,637
26	34,717 *	69	27,000 *	112	19,530
27	34,586 *	70	26,995	113	19,412
28	34,500	71	26,400 *	114	18,920
29	34,100 *	72	26,393 *	115	18,396
30	33,920 *	73	26,167	116	18,390
31	33,914 *	74	26,000 *	117	17,500
32	33,696 *	75	25,920 *	118	17,050 *
33	33,650 *	76	25,660	119	17,000 *
34	33,350 *	77	25,500	120	16,574
35	33,276 *	78	25,465	121	15,765 *
36	33,104	79	24,975 *	122	15,000 *
37	32,744	80	24,560 *	123	14,350
38	32,500 *	81	24,523 *		
39	32,256 *	82	24,372 *	AVERAGE	25,473
40	32,000 *	83	24,312 *		

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	
1	75,000	*
2	73,500	
3	65,004	*
4	64,853	*
5	64,000	*
6	61,935	*
7	61,777	*
8	60,056	*
9	59,023	*
10	58,735	*
11	58,500	*
12	58,224	
13	57,900	*
14	57,573	*
15	57,344	*
16	56,690	*
17	56,300	*
18	55,650	*
19	55,356	*
20	55,233	*
21	54,960	*
22	54,285	*
23	54,240	*
24	53,900	*
25	53,460	*
26	53,000	*
27	52,730	*
28	51,330	*
29	51,167	*
30	51,074	*
31	50,962	*
32	50,836	*
33	50,552	*
34	50,140	*
35	49,960	
36	49,545	
37	49,500	*
38	49,500	
39	49,000	
40	48,720	*
41	48,474	*
42	48,301	
43	48,095	
44	47,790	*
45	47,597	*
46	47,400	*
47	47,000	*
48	46,967	
49	46,844	*
50	46,775	*
51	46,731	*
52	46,695	*
53	46,497	*
54	46,404	*
55	46,200	*
56	46,171	*
57	46,049	
58	45,798	*
59	45,406	*
60	45,400	*
61	45,300	*
62	45,100	*
63	45,000	*
64	44,000	*
65	43,550	
66	43,420	*
67	43,300	
68	43,100	*
69	43,000	*
70	43,000	*
71	42,907	
72	42,812	*
73	42,670	*
74	42,350	*
75	42,300	*
76	42,211	*
77	40,900	*
78	40,890	*
79	40,890	*
80	40,546	*
81	40,513	*
82	40,344	
83	39,073	*
84	38,537	
85	38,042	*
86	37,710	*
87	35,790	*
88	35,190	
89	35,071	
90	35,127	*
91	(34,16-)	
92	33,300	*
93	32,917	
94	31,660	
95	30,350	
96	30,000	*
97	29,700	
98	29,400	*
99	24,084	
100	22,481	*
101	21,771	*
102	21,300	*
103	20,524	
104	20,150	*
105	19,515	
106	18,843	
107	17,256	
108	16,560	*
109	15,979	
110	15,334	
111	13,607	
112	13,275	
AVERAGE	41,979	

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	68,100
2	69,000 *
3	66,790 *
4	66,780 *
5	65,000 *
6	61,000 *
7	60,000 *
8	59,000 *
9	58,800 *
10	58,126 *
11	58,000 *
12	59,000 *
13	56,500
14	55,000 *
15	55,000
16	(49,575)*
17	48,720 *
18	48,548 *
19	48,000 *
20	46,405
21	45,790
22	45,000
AVERAGE	56,642

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	64,500 *
2	59,400 *
3	55,481
4	55,250 *
5	55,000 *
6	54,725 *
7	54,000 *
8	53,700 *
9	53,509 *
10	53,500 *
11	53,200 *
12	51,000 *
13	50,641 *
14	(50,400)*
15	50,250 *
16	50,000 *
17	49,928 *
18	49,500
19	49,275 *
20	49,200 *
21	49,188 *
22	49,000 *
23	48,700
24	48,400 *
25	47,000
26	47,000
27	47,000 *
28	46,800 *
29	46,000 *
30	45,983
31	45,900
32	45,700
33	45,550
34	45,312
35	45,193 *
36	44,300 *
37	43,800
38	43,250
39	43,164
40	42,771
41	42,555 *
42	41,741
43	41,106
44	40,464 *
45	40,320
46	39,000
47	36,000 *
AVERAGE	48,161

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	61,500 *
2	60,000 *
3	58,300 *
4	58,100 *
5	57,905 *
6	56,700 *
7	55,800 *
8	55,313 *
9	55,000 *
10	54,840 *
11	54,800
12	54,197 *
13	(53,000)
14	50,000 *
15	(48,500)*
16	48,400
17	(47,000)*
18	46,592
19	46,400 *
20	46,300 *
21	46,200 *
22	46,060 *
23	45,650
24	44,500
25	43,000
26	42,790 *
27	42,480
28	42,440 *
29	42,000
30	41,760 *
31	39,695 *
32	37,100 *
33	(37,080)
34	36,796 *
35	35,637 *
36	33,037 *
AVERAGE	47,910

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	59,611 *
2	57,000 *
3	54,864
4	54,000 *
5	53,730 *
6	52,000 *
7	50,000 *
8	(49,995)*
9	46,224 *
10	46,200
11	46,000
12	45,540 *
13	45,000 *
14	45,000 *
15	44,800 *
16	44,750 *
17	44,000 *
18	43,900
19	42,940
20	42,300
21	42,195 *
22	42,000
23	41,995 *
24	40,000
25	39,911 *
26	39,800
27	39,180 *
28	(38,800)*
29	38,500 *
30	38,200 *
31	37,720
32	36,750
33	35,563 *
34	35,500 *
35	35,000 *
36	35,000 *
37	34,500 *
38	34,100
39	33,941 *
40	33,830 *
41	33,170 *
42	33,170 *
43	33,000 *
44	32,250
45	31,900
46	31,600 *
47	30,520 *
48	30,500
49	30,010 *
50	30,000 *
51	29,713 *
52	29,700 *
53	29,000 *
54	27,000
55	26,750
56	26,000
57	25,400
58	25,000
59	24,795 *
60	24,[illegible] *
61	23,900 *
62	23,424 *
63	22,400 *
AVERAGE	35,277

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	53,152 *
2	52,035 *
3	51,350 *
4	50,000 *
5	(49,596)*
6	49,500 *
7	47,250
8	46,750 *
9	46,500
10	46,000 *
11	44,800 *
12	44,530
13	43,500 *
14	43,400 *
15	43,300 *
16	43,100 *
17	43,100 *
18	43,000 *
19	42,745
20	42,222
21	42,060 *
22	42,000
23	41,850 *
24	41,500 *
25	41,034 *
26	40,800
27	40,600 *
28	40,315
29	39,917 *
30	39,737
31	39,600
32	39,500
33	39,350
34	39,300 *
35	(39,300)*
36	39,150
37	38,100
38	37,845 *
39	37,500 *
40	37,500
41	37,400
42	37,300 *
43	(37,290)
44	37,061 *
45	37,000
46	36,600 *
47	36,400 *
48	36,200 *
49	36,144 *
50	36,144
51	36,000 *
52	36,000 *
53	36,000 *
54	35,567
55	35,100 *
56	35,000
57	35,000 *
58	35,000 *
59	34,867 *
60	34,572 *
61	34,512 *
62	34,300 *
63	34,000 *
64	34,000 *
65	33,801
66	33,385
67	33,250
68	32,690 *
69	32,500 *
70	31,973 *
71	31,800
72	31,600
73	31,500
74	31,240 *
75	31,200 *
76	31,080 *
77	30,205 *
78	30,000 *
79	30,000 *
80	30,000 *
81	29,400
82	29,400 *
83	29,160 *
84	28,734 *
85	28,600 *
86	28,100
87	27,594 *
88	27,574 *
89	27,355 *
90	27,325 *
91	26,250
92	25,000 *
93	24,792
94	24,500 *
95	24,057 *
96	23,000 *
97	22,500
98	22,250
99	(20,300)*
100	17,900
101	16,411
102	16,000
AVERAGE	35,597

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY	
1	50,000	*
2	48,112	*
3	46,870	*
4	45,570	
5	45,349	
6	45,000	*
7	45,000	*
8	(44,000)	*
9	43,800	*
10	43,675	*
11	43,265	*
12	42,250	*
13	42,000	*
14	41,880	
15	41,160	*
16	40,800	*
17	40,480	*
18	40,000	*
19	39,800	*
20	39,500	
21	39,286	*
22	39,000	*
23	38,900	*
24	38,885	*
25	36,400	*
26	36,300	*
27	36,008	*
28	35,425	*
29	35,250	*
30	35,000	*
31	34,920	*
32	34,700	*
33	34,500	*
34	34,424	*
35	34,300	*
36	34,020	*
37	33,684	*
38	33,000	*
39	30,910	
40	30,565	*
41	30,540	*
42	30,300	
43	30,065	*
44	30,000	*
45	30,000	*
46	29,568	
47	29,328	*
48	29,280	*
49	27,452	
50	27,360	
51	27,200	*
52	27,170	
53	27,144	*
54	26,656	
55	26,332	
56	25,715	*
57	25,590	
58	25,225	
59	23,950	
60	22,274	*
61	22,139	
62	21,567	*
63	16,837	*
64	14,100	*
AVERAGE	34,372	

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
CIRECTOR OF PHYSICAL PLANT

RANK	SALARY	
1	57,139	*
2	49,500	*
3	48,500	*
4	48,480	*
5	48,321	*
6	48,150	
7	47,500	*
8	46,300	
9	45,800	*
10	45,600	*
11	45,538	*
12	45,480	*
13	45,000	*
14	44,800	*
15	44,700	
16	43,950	*
17	43,675	*
18	42,881	*
19	42,500	*
20	42,460	*
21	42,300	*
22	41,820	
23	41,675	*
24	41,400	*
25	40,728	*
26	40,700	*
27	40,575	*
28	40,212	*
29	40,196	*
30	39,700	*
31	39,370	*
32	39,300	*
33	39,264	*
34	39,000	*
35	38,700	*
36	38,667	*
37	38,574	*
38	38,280	
39	38,088	
40	37,956	*
41	37,956	
42	37,956	*
43	37,900	
44	37,860	*
45	37,800	
46	37,800	*
47	37,625	*
48	37,600	
49	37,500	*
50	37,500	*
51	37,150	
52	37,000	*
53	37,000	*
54	36,900	*
55	36,865	*
56	36,825	*
57	36,500	*
58	36,500	
59	36,442	
60	36,240	*
61	36,240	*
62	36,150	*
63	36,050	
64	36,000	*
65	36,000	
66	36,000	*
67	35,970	
68	35,957	
69	35,833	*
70	35,750	
71	35,700	*
72	35,664	*
73	35,517	*
74	35,400	*
75	35,100	*
76	35,000	*
77	35,000	
78	34,965	*
79	34,937	*
80	34,930	
81	34,764	*
82	34,725	*
83	34,500	
84	34,500	*
85	34,490	*
86	34,254	
87	34,210	*
88	34,124	*
89	34,000	*
90	34,000	
91	33,900	
92	33,870	*
93	33,563	*
94	33,442	
95	33,060	
96	33,000	
97	33,000	
98	32,922	
99	32,700	
100	32,600	*
101	32,540	
102	32,261	
103	32,250	*
104	32,052	*
105	32,000	
106	31,538	*
107	31,050	*
108	30,883	*
109	30,682	
110	30,647	*
111	29,683	
112	29,563	*
113	29,556	*
114	29,534	*
115	29,500	
116	29,500	*
117	29,250	
118	29,133	*
119	28,600	
120	28,216	
121	28,116	
122	27,876	
123	27,866	
124	27,580	
125	27,400	
126	27,380	
127	27,380	*
128	27,330	
129	27,293	
130	25,590	*
131	25,000	
132	23,064	*
133	22,940	*
134	22,152	
135	22,023	
136	15,400	
AVERAGE	35,797	

UNIVERSITY OF ARKANSAS
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PAID 1980-1981

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY		RANK	SALARY		RANK	SALARY	
1	42,300	*	41	29,282	*	84	21,750	*
2	42,223	*	42	29,244		85	21,420	*
3	40,373	*	43	29,155	*	86	19,170	
4	38,354	*	44	29,025	*	87	19,080	
5	38,280	*	45	28,997	*	88	18,953	
6	38,000	*	46	28,890		89	18,330	*
7	37,300		47	28,145	*	90	19,096	*
8	37,032		48	28,125		91	18,000	
9	37,032		49	27,675	*	92	16,530	
10	37,000	*	50	27,600	*	93	14,560	
11	36,630	*	51	27,500	*	94	13,796	
12	36,000	*	52	27,360				
13	35,000	*	53	27,144	*	AVERAGE	29,183	
14	35,000	*	54	27,132	*			
15	35,000	*	55	27,110	*			
16	34,660	*	56	27,075	*			
17	34,500	*	57	26,915				
18	34,005		58	26,697				
19	33,456	*	59	26,447				
20	33,307	*	60	26,000	*			
21	32,904	*	61	25,594	*			
22	32,750		62	25,224	*			
23	32,249	*	63	24,700				
24	32,003		64	24,684	*			
25	32,000	*	65	24,192				
26	31,560	*	66	24,174	*			
27	31,470	*	67	24,085	*			
28	31,183	*	68	24,047	*			
29	31,000		69	24,024	*			
30	31,000	*	70	23,786				
31	30,900		71	23,500	*			
32	30,800	*	72	23,295	*			
33	30,634	*	73	23,000				
34	30,516		74	23,000				
35	30,300		75	22,750	*			
36	30,000	*	76	22,736				
37	29,900		77	22,649	*			
38	29,800		78	22,500				
39	29,700		79	22,300	*			
40	29,565	*	80	22,200				
			81	22,054	*			
			82	21,960	*			
			83	21,934				

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(59,000)*
2	53,520 *
3	53,000
4	(52,000)*
5	50,400 *
6	48,840
7	48,800 *
8	46,000 *
9	45,971
10	45,440
11	45,150 *
12	45,000 *
13	44,856 *
14	43,000 *
15	40,100
16	39,300 *
17	37,683 *
18	36,925 *
19	34,355 *
20	24,673 *
21	24,512
AVERAGE	43,742

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	59,236 *
2	51,550 *
3	48,464 *
4	45,000 *
5	43,000 *
6	43,000 *
7	42,200 *
8	40,918 *
9	39,732
10	39,130
11	38,925
12	38,341 *
13	38,022 *
14	38,000 *
15	37,500 *
16	37,440 *
17	36,949 *
18	36,750 *
19	36,168
20	36,000 *
21	36,000 *
22	36,000 *
23	35,95[illegible]
24	35,314
25	35,100 *
26	34,789 *
27	34,500 *
28	34,32[illegible] *
29	33,900 *
30	33,744 *
31	33,700 *
32	33,500
33	33,500 *
34	33,300
35	33,120
36	33,000 *
37	32,552 *
38	32,400 *
39	31,900
40	31,750 *
41	31,423 *
42	31,205 *
43	31,062 *
44	31,000 *
45	31,000
46	31,000 *
47	30,979
48	30,862 *
49	30,791 *
50	30,783 *
51	30,264 *
52	30,000
53	30,000
54	30,000 *
55	29,984
56	29,825
57	29,500
58	29,400 *
59	29,328
60	28,902 *
61	28,900
62	28,687
63	28,432 *
64	28,417 *
65	28,300
66	28,000 *
67	28,000
68	28,000 *
69	27,750
70	27,581 *
71	27,500
72	27,380 *
73	27,300
74	27,203
75	27,100
76	26,615 *
77	26,520
78	25,387
79	25,364 *
80	25,000
81	25,000
82	24,500 *
83	24,061 *
84	23,500
85	23,500 *
86	23,469
87	23,076
88	23,000 *
89	22,224
90	22,206 *
91	22,200 *
92	22,000 *
93	21,889 *
94	20,091
95	19,871
96	19,395
97	19,322
98	16,000
AVERAGE	31,167

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	(55,704)*
2	54,580 *
3	54,500 *
4	52,350 *
5	51,500
6	51,000
7	50,143 *
8	50,100 *
9	50,000
10	49,000 *
11	49,000 *
12	48,236 *
13	48,000
14	47,300
15	47,000 *
16	(46,664)*
17	46,200 *
18	45,000 *
19	44,500
20	44,050
21	43,950 *
22	43,714
23	41,800 *
24	(41,250)
25	40,684 *
26	40,400
27	37,610 *
28	36,500
29	30,600
AVERAGE	46,253

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	43,500 *
2	43,210 *
3	42,612
4	42,000 *
5	38,985 *
6	38,600
7	37,500 *
8	37,200 *
9	36,900 *
10	36,864 *
11	36,276 *
12	35,000
13	35,000 *
14	34,840 *
15	34,690 *
16	33,900 *
17	33,659 *
18	33,000 *
19	32,060 *
20	31,700
21	31,103 *
22	31,090 *
23	30,766
24	30,500
25	29,762 *
26	29,500
27	27,752 *
28	(27,750)
29	26,891 *
30	26,859 *
31	25,950 *
32	22,825
AVERAGE	33,661

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(59,000)*
2	59,000 *
3	58,061 *
4	(55,704)*
5	(53,000)
6	52,694 *
7	(52,000)*
8	51,000 *
9	50,040 *
10	50,000
11	48,301 *
12	47,600 *
13	47,435
14	47,075 *
15	47,000 *
16	46,700 *
17	(46,664)*
18	46,500
19	45,700 *
20	44,820 *
21	44,000
22	43,649
23	43,560 *
24	43,432
25	43,164
26	41,000 *
27	40,700 *
28	39,500 *
29	39,286 *
30	39,025
31	39,000 *
32	38,004 *
33	37,000
34	34,380
AVERAGE	46,295

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	54,000 *
2	51,901 *
3	49,080 *
4	46,000 *
5	45,570
6	45,000 *
7	45,000 *
8	45,000 *
9	44,636 *
10	44,000 *
11	41,987 *
12	41,280 *
13	41,040 *
14	40,900 *
15	40,000 *
16	39,775 *
17	38,925
18	38,400 *
19	38,300 *
20	38,179 *
21	38,000
22	38,000 *
23	37,729 *
24	37,000 *
25	36,500
26	36,000 *
27	35,140 *
28	35,000 *
29	34,700 *
30	34,657 *
31	34,515
32	34,500 *
33	34,240 *
34	33,940 *
35	33,574 *
36	33,431
37	33,350
38	33,300 *
39	33,010 *
40	33,000
41	33,000 *
42	33,000
43	32,740 *
44	32,600 *
45	32,135
46	31,500
47	31,029 *
48	31,000 *
49	30,500
50	30,495 *
51	30,000
52	30,000 *
53	29,604 *
54	29,446
55	29,300
56	29,136
57	29,071 *
58	29,000 *
59	28,944 *
60	28,514
61	(27,750)
62	27,400 *
63	27,384
64	26,400
65	26,300 *
66	26,219 *
67	25,771 *
68	24,500
69	22,884 *
70	20,225
71	20,000
AVERAGE	34,569

TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY	
1	52,965	*
2	52,000	*
3	49,000	*
4	40,660	*
5	40,446	*
6	40,020	*
7	39,402	*
8	38,904	*
9	37,800	*
10	37,400	*
11	36,760	*
12	36,420	
13	36,356	
14	35,750	*
15	35,442	*
16	35,300	
17	35,200	*
18	35,140	*
19	35,000	*
20	34,052	*
21	33,792	*
22	33,010	*
23	33,000	*
24	33,000	*
25	32,700	*
26	32,547	*
27	32,530	*
28	32,427	
29	32,148	*
30	32,057	*
31	32,000	*
32	32,000	
33	32,000	
34	31,993	
35	31,500	
36	31,473	*
37	31,175	*
38	31,000	*
39	30,766	
40	30,500	
41	30,440	*
42	30,000	*
43	29,000	*
44	29,000	
45	28,690	*
46	28,057	
47	27,800	*
48	27,500	*
49	27,380	*
50	26,924	
51	26,692	*
52	26,483	*
53	26,000	
54	26,000	*
55	25,725	*
56	25,104	*
57	25,000	*
58	24,832	
59	24,800	
60	24,672	
61	24,599	
62	24,500	*
63	24,500	*
64	24,452	*
65	24,317	
66	23,496	
67	23,424	*
68	23,328	*
69	22,700	*
70	22,700	
71	22,500	
72	22,469	
73	22,200	*
74	22,140	
75	21,940	
76	21,902	
77	21,815	
78	21,450	
79	21,200	
80	21,100	*
81	20,256	
82	20,000	*
83	19,576	
84	19,003	*
85	19,000	
86	18,856	
87	18,257	
88	18,190	*
89	18,000	
90	15,765	
91	15,125	
92	15,000	
AVERAGE	28,678	

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY	
1	57,257	*
2	56,000	*
3	(55,000)	*
4	54,900	*
5	54,437	*
6	54,396	*
7	54,200	*
8	53,100	*
9	52,500	*
10	52,000	*
11	51,672	*
12	50,900	*
13	49,696	*
14	49,600	*
15	49,473	*
16	48,540	*
17	48,500	*
18	47,900	*
19	45,958	*
20	43,992	*
21	43,330	*
22	43,120	*
23	42,572	*
24	41,960	*
25	37,550	*
26	36,796	*
27	33,492	*
AVERAGE	48,473	

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI AFFAIRS AND DEVELOPMENT

RANK	SALARY	
1	(57,000)	*
2	39,700	
3	36,000	*
4	35,688	*
5	34,868	
6	33,000	*
7	31,000	
8	30,125	*
9	26,275	
AVERAGE	35,826	

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	64,150 *
2	63,300 *
3	62,500 *
4	(61,400)*
5	60,155 *
6	59,000 *
7	(58,676)*
8	58,000 *
9	55,481
10	54,600 *
11	54,500 *
12	54,021 *
13	54,000 *
14	54,000 *
15	53,800
16	53,560
17	53,460 *
18	(53,000)*
19	52,892 *
20	52,235 *
21	51,000 *
22	(49,490)*
23	49,070 *
24	48,700 *
25	48,500 *
26	48,000 *
27	48,000 *
28	(47,509)*
29	47,147 *
30	47,000 *
31	46,968 *
32	(46,332)*
33	41,500 *
34	39,384 *
35	31,704 *
AVERAGE	52,063

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	56,208 *
2	52,210 *
3	50,274 *
4	49,407 *
5	49,394 *
6	48,612 *
7	47,880 *
8	46,500 *
9	46,120 *
10	45,807
11	45,333 *
12	44,000
13	43,000
14	43,000 *
15	42,965
16	42,918 *
17	42,912
18	42,655
19	42,500
20	41,800 *
21	40,808 *
22	40,700 *
23	40,100 *
24	40,080 *
25	40,000
26	40,000 *
27	39,600
28	39,300 *
29	38,527
30	38,501 *
31	38,297
32	38,171 *
33	37,800
34	37,750 *
35	37,700 *
36	37,450
37	37,000 *
38	36,795 *
39	36,750
40	36,500 *
41	36,172 *
42	35,796
43	35,750
44	35,700
45	35,630 *
46	35,500
47	35,500
48	34,944 *
49	34,700 *
50	34,000 *
51	33,700 *
52	33,500 *
53	33,500
54	33,072 *
55	32,916
56	32,268
57	32,220
58	32,155 *
59	31,900 *
60	31,724 *
61	31,144 *
62	31,050 *
63	31,034
64	30,751
65	30,000
66	30,000
67	29,016
68	28,000 *
69	27,885 *
70	27,608 *
71	27,600
72	27,393 *
73	27,380 *
74	27,000 *
75	26,300
76	25,090
77	25,000 *
78	24,792
79	24,700 *
80	24,500 *
81	24,300 *
82	23,065 *
83	22,054 *
84	21,200 *
85	18,000 *
86	15,825
87	12,504
AVERAGE	35,275

TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	75,250 *
2	53,269 *
3	48,500 *
4	48,240 *
5	47,100 *
6	46,764
7	45,950
8	44,315 *
9	44,200 *
10	44,136
11	(44,000)*
12	42,650 *
13	42,390
14	42,065 *
15	41,650
16	(41,250)
17	41,140 *
18	(41,100)*
19	40,300 *
20	40,000 *
21	40,000 *
22	39,732
23	39,500 *
24	38,441
25	38,400
26	37,884
27	37,450 *
28	37,000
29	36,700 *
30	36,624
31	36,500 *
32	36,300 *
33	36,200
34	36,000 *
35	36,000 *
36	36,000 *
37	35,700 *
38	35,500 *
39	35,410 *
40	35,310 *
41	35,040 *
42	34,884 *
43	34,725
44	34,667
45	34,600 *
46	34,500 *
47	34,300 *
48	34,300 *
49	34,275
50	34,200 *
51	34,157 *
52	34,140 *
53	33,970
54	33,744 *
55	33,700 *
56	33,300
57	33,297 *
58	32,011 *
59	31,950
60	31,939 *
61	31,591
62	31,500 *
63	31,194
64	31,007 *
65	30,895 *
66	30,300
67	30,084 *
68	30,065 *
69	30,000
70	29,555 *
71	29,405 *
72	28,929 *
73	28,300
74	28,200
75	28,000 *
76	27,762 *
77	27,636 *
78	27,036 *
79	26,832
80	26,795 *
81	26,475 *
82	26,321
83	26,200 *
84	26,111 *
85	26,000
86	25,909 *
87	24,000 *
88	22,400 *
89	20,680 *
90	20,611
91	19,500 *
AVERAGE	34,557

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	68,843 *
2	62,500 *
3	61,500 *
4	59,000 *
5	58,500 *
6	58,262 *
7	58,060 *
8	56,621 *
9	56,000 *
10	56,000 *
11	55,764 *
12	55,590 *
13	55,500 *
14	(55,000)*
15	54,501 *
16	54,437 *
17	54,000 *
18	53,591 *
19	53,300 *
20	52,560 *
21	52,249 *
22	51,600 *
23	51,550 *
24	51,300 *
25	50,900 *
26	50,000 *
27	50,000 *
28	48,600 *
29	48,600 *
30	48,000 *
31	46,550 *
32	46,106 *
33	46,069 *
34	45,960 *
35	45,500 *
36	45,200 *
37	45,075 *
38	45,000 *
39	43,780 *
40	42,750 *
41	42,192 *
42	41,784
43	40,300 *
44	40,230 *
45	39,500
46	39,200 *
47	38,999 *
48	36,796 *
49	34,500
AVERAGE	49,953

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	56,000 *
2	55,525 *
3	55,000 *
4	54,500 *
5	53,500 *
6	(52,500)*
7	51,600 *
8	51,250 *
9	51,000 *
10	49,937 *
11	49,320 *
12	49,199 *
13	49,080 *
14	48,500 *
15	48,375 *
16	48,360 *
17	48,100 *
18	47,520 *
19	47,360
20	46,000 *
21	45,800 *
22	45,000 *
23	44,954 *
24	44,701 *
25	44,700 *
26	44,000 *
27	43,632 *
28	43,000 *
29	42,750 *
30	42,300 *
31	40,250 *
32	39,437 *
33	38,370 *
34	36,796 *
35	(32,051)
36	29,550 *
37	26,494 *
AVERAGE	45,849

TABLE I (Continued)

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	64,200 *
2	64,000 *
3	63,003 *
4	62,280 *
5	61,300 *
6	60,000 *
7	59,242
8	57,800 *
9	57,500 *
10	56,949 *
11	56,800 *
12	55,000 *
13	55,000 *
14	54,900 *
15	54,340
16	54,000 *
17	53,370 *
18	52,600 *
19	52,100
20	52,100
21	52,008 *
22	52,000 *
23	51,950 *
24	51,599 *
25	51,500 *
26	51,500 *
27	51,000 *
28	51,000 *
29	51,000 *
30	51,000 *
31	50,820 *
32	50,600
33	50,495 *
34	50,400 *
35	50,400 *
36	50,400 *
37	50,204 *
38	50,150 *
39	50,000 *
40	49,990
41	49,900 *
42	49,400
43	48,000 *
44	48,000
45	47,800
46	47,770
47	47,400 *
48	47,000 *
49	46,956
50	46,499
51	46,400 *
52	46,300 *
53	45,840
54	45,345
55	(45,348)
56	45,053 *
57	45,000 *
58	45,000
59	45,000 *
60	44,800
61	(44,319)*
62	43,200 *
63	42,750 *
64	42,543
65	42,510 *
66	42,251
67	42,157
68	42,100
69	42,000
70	42,000
71	41,784
72	41,580 *
73	41,400 *
74	40,800
75	40,763 *
76	40,661 *
77	40,533 *
78	40,280
79	40,112
80	39,732
81	39,564 *
82	39,000
83	38,887 *
84	38,826 *
85	38,600 *
86	38,600
87	38,376
88	36,691
89	36,360
90	35,000 *
91	32,550
AVERAGE	47,719

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

		RANK	SALARY	RANK	SALARY
		41	50,200 *	84	44,800
		42	50,145	85	44,500
RANK	SALARY	43	50,000 *	86	44,491 *
1	76,184	44	49,900 *	87	44,240
2	70,000 *	45	49,843 *	88	44,232
3	69,983 *	46	49,750 *	89	44,174 *
4	65,000 *	47	49,352	90	43,600
5	62,280 *	48	49,300 *	91	43,470 *
6	60,500 *	49	48,977	92	43,020
7	59,800 *	50	48,940 *	93	43,000 *
8	59,500 *	51	48,804 *	94	43,000
9	59,300 *	52	48,750	95	42,750 *
10	57,975 *	53	48,703 *	96	42,500 *
11	57,800 *	54	48,500 *	97	42,200
12	57,500 *	55	48,500 *	98	42,060
13	57,500 *	56	48,480 *	99	41,990
14	57,409 *	57	48,404 *	100	41,826 *
15	57,245 *	58	48,300 *	101	41,784
16	57,000 *	59	48,239	102	41,731
17	56,500 *	60	48,000 *	103	41,500 *
18	56,400 *	61	48,000 *	104	41,203 *
19	56,250 *	62	47,580 *	105	41,047
20	55,700 *	63	47,532 *	106	41,000
21	55,000 *	64	47,400 *	107	40,800
22	55,000 *	65	47,281	108	40,123
23	55,000 *	66	47,100 *	109	40,112
24	54,900 *	67	47,000	110	40,000
25	54,700	68	47,000 *	111	40,000 *
26	54,500 *	69	46,999	112	39,955
27	54,000 *	70	46,920	113	39,236 *
28	53,500 *	71	46,800	114	39,097 *
29	53,500 *	72	46,658 *	115	38,667
30	53,200 *	73	46,200 *	116	38,116
31	52,800 *	74	46,096 *	117	38,080
32	52,769 *	75	46,000 *	118	37,810 *
33	51,700	76	45,765 *	119	36,796 *
34	51,300	77	45,700 *	120	36,600 *
35	51,000 *	78	45,348	121	36,075
36	51,000 *	79	45,345	122	36,025
37	50,760	80	45,100	123	36,000
38	50,700 *	81	45,100 *	124	31,800 *
39	50,700 *	82	45,000 *		
40	50,400	83	45,000 *	AVERAGE	48,256

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY	
1	55,000	*
2	53,600	*
3	53,000	*
4	52,900	
5	52,500	*
6	52,486	*
7	52,000	*
8	51,000	*
9	49,956	*
10	49,200	*
11	49,000	*
12	48,700	*
13	48,600	*
14	48,500	*
15	48,000	
16	48,000	*
17	47,040	*
18	46,908	*
19	46,813	
20	46,749	
21	46,700	*
22	46,666	*
23	46,500	*
24	45,850	*
25	45,348	
26	45,095	*
27	45,000	*
28	44,912	
29	44,505	
30	44,500	*
31	44,315	*
32	44,169	*
33	44,000	*
34	43,905	*
35	43,865	
36	43,800	*
37	43,603	*
38	43,500	
39	43,000	*
40	43,000	*
41	42,977	*
42	42,000	*
43	41,731	
44	41,083	
45	41,000	*
46	40,972	
47	(40,850)	
48	40,500	
49	40,500	
50	40,260	*
51	40,080	*
52	40,000	*
53	39,732	
54	39,500	*
55	39,313	
56	39,300	*
57	39,294	*
58	39,214	
59	39,161	*
60	39,063	*
61	38,600	*
62	38,000	*
63	37,937	
64	37,700	*
65	37,654	
66	37,500	*
67	37,500	*
68	37,413	
69	37,370	
70	37,165	
71	37,029	*
72	36,780	
73	36,700	
74	(36,500)	
75	36,455	
76	36,206	*
77	36,000	*
78	36,000	*
79	35,900	
80	35,875	*
81	35,532	
82	35,209	*
83	34,600	*
84	34,595	*
85	34,500	*
86	34,054	*
87	33,972	
88	33,875	*
89	33,750	*
90	33,715	*
91	33,305	*
92	33,100	*
93	33,000	*
94	33,000	*
95	32,950	*
96	32,460	*
97	32,380	
98	30,250	
99	30,240	*
100	30,132	*
101	(30,000)	*
102	30,000	*
103	29,705	
104	29,010	
105	29,000	*
106	28,143	
107	26,800	*
108	25,670	*
109	25,147	*
110	25,000	*
111	21,000	
112	20,000	*
113	15,147	
AVERAGE	39,274	

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY	
1	94,900	
2	73,100	*
3	72,317	*
4	69,000	*
5	63,450	*
6	62,000	*
7	61,922	
8	61,100	*
9	61,100	*
10	59,964	*
11	57,600	*
12	55,992	*
AVERAGE	66,029	

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

DEANS (DIRECTORS):
EARTH SCIENCES/NATURAL RESOURCES

RANK	SALARY
1	69,989 *
2	62,670 *
3	54,666 *
4	54,000 *
5	52,000 *
6	50,600 *
7	(50,280)*
8	49,500
9	45,943 *
10	45,900 *
11	43,540
12	42,994 *
13	42,700 *
14	36,796 *
15	27,350 *
AVERAGE	48,775

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	67,608 *
2	63,700
3	59,500 *
4	57,000 *
5	56,600 *
6	56,400 *
7	56,000 *
8	55,808 *
9	55,008 *
10	54,500 *
11	54,500 *
12	54,100 *
13	54,000 *
14	53,541 *
15	53,303 *
16	(52,900)*
17	52,900 *
18	52,884 *
19	52,860 *
20	52,656 *
21	52,500 *
22	52,300 *
23	52,235 *
24	51,100 *
25	50,700 *
26	50,500 *
27	50,490
28	50,445
29	50,330
30	50,304 *
31	50,200 *
32	50,045
33	50,000 *
34	50,000 *
35	50,000 *
36	49,890 *
37	49,400
38	49,303 *
39	49,300
40	49,200 *
41	49,000 *
42	49,000
43	48,990 *
44	48,700 *
45	48,600
46	48,500 *
47	48,500 *
48	48,420 *
49	48,400
50	48,392
51	48,300 *
52	48,300
53	48,252
54	48,175 *
55	48,000 *
56	47,800
57	47,377
58	47,200
59	47,145 *
60	47,000 *
61	46,620 *
62	46,551 *
63	46,500 *
64	46,200 *
65	46,127 *
66	46,106 *
67	46,000 *
68	46,000 *
69	46,000
70	46,000
71	46,000
72	45,840
73	45,700 *
74	45,619
75	45,500 *
76	45,450 *
77	45,400 *
78	45,348
79	45,000 *
80	45,000 *
81	45,000 *
82	45,000
83	44,600 *
84	44,577 *
85	44,000 *
86	43,900 *
87	43,740 *
88	43,650
89	43,500
90	43,326
91	43,000
92	42,972 *
93	42,750 *
94	42,716 *
95	42,700 *
96	42,572
97	41,856
98	41,784
99	41,731
100	41,600
101	41,500
102	41,496 *
103	41,400 *
104	41,000
105	40,814
106	40,760 *
107	40,524 *
108	40,500
109	39,769
110	38,533
111	38,400
112	38,140
113	37,654
114	37,616
115	37,592 *
116	37,311 *
117	36,796 *
118	36,524 *
119	36,500
120	36,101 *
121	35,663
122	35,000
123	34,757
124	34,300 *
125	33,900 *
126	31,100
127	26,400 *
AVERAGE	46,266

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	67,200 *
2	66,400 *
3	65,000 *
4	64,800 *
5	63,960 *
6	63,000 *
7	62,000 *
8	60,800 *
9	60,500
10	60,000 *
11	60,000 *
12	59,500 *
13	59,000 *
14	58,800 *
15	58,500 *
16	58,500 *
17	58,326 *
18	58,000 *
19	58,000 *
20	56,700 *
21	56,240 *
22	56,000 *
23	56,000 *
24	56,000
25	55,700
26	55,000 *
27	55,000 *
28	55,000 *
29	54,800 *
30	54,447 *
31	54,071 *
32	53,510 *
33	53,500 *
34	53,500 *
35	53,004 *
36	(52,500)*
37	52,500 *
38	52,000 *
39	52,000 *
40	51,996 *
41	51,900
42	51,840 *
43	51,000 *
44	50,950 *
45	50,450 *
46	50,400 *
47	50,400 *
48	50,400
49	50,400 *
50	50,000 *
51	50,000
52	50,000 *
53	48,400 *
54	48,000
55	47,750
56	47,592 *
57	47,500
58	47,444 *
59	47,099
60	47,000
61	47,000 *
62	46,550 *
63	46,500
64	46,400
65	46,056 *
66	46,000 *
67	46,000 *
68	45,710 *
69	45,348
70	45,263 *
71	45,000 *
72	44,813
73	44,635 *
74	44,450 *
75	44,000 *
76	43,900 *
77	43,560 *
78	43,400 *
79	43,236
80	42,923
81	42,750 *
82	41,784
83	41,674 *
84	41,400 *
85	40,974
86	40,400
87	40,250
88	40,000 *
89	39,516
90	36,500 *
91	35,755
92	35,587
93	34,300 *
AVERAGE	50,555

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	53,000 *
2	53,000 *
3	51,797 *
4	51,600 *
5	50,795 *
6	50,220
7	49,789 *
8	49,755
9	49,300
10	49,190
11	48,121
12	47,923 *
13	47,719 *
14	47,600 *
15	47,064 *
16	46,844 *
17	46,700
18	46,400 *
19	46,325 *
20	46,050
21	45,500 *
22	45,348
23	(44,532)*
24	43,600
25	43,549 *
26	(42,776)*
27	42,383
28	42,200 *
29	42,187
30	41,700
31	41,200 *
32	41,000 *
33	40,900 *
34	40,800
35	40,700 *
36	40,000
37	39,252 *
38	38,500 *
39	38,376
40	38,000 *
41	37,725 *
42	(36,796)*
43	36,785 *
44	34,270
45	32,903
46	30,500 *
47	30,000 *
AVERAGE	43,610

TABLE I (Continued)

DEANS (DIRECTORS): FORESTRY

RANK	SALARY	
1	56,600	*
2	54,000	*
3	51,950	*
4	51,400	*
5	(50,280)	*
6	50,004	*
7	47,000	
8	45,582	*
9	45,130	*
10	43,555	*
11	42,387	
12	41,600	*
13	40,855	
14	40,300	*
15	40,050	*
16	38,229	*
AVERAGE	46,207	

DEANS (DIRECTORS): GRADUATE

RANK	SALARY	
1	67,275	*
2	64,500	*
3	63,220	*
4	62,500	*
5	(61,400)	*
6	(58,676)	*
7	59,262	*
8	57,796	*
9	57,500	*
10	57,000	*
11	56,500	*
12	56,300	*
13	56,200	*
14	55,969	*
15	55,936	*
16	55,500	*
17	55,000	*
18	54,000	*
19	53,066	*
20	53,004	*
21	53,000	*
22	52,800	*
23	52,300	
24	52,260	*
25	51,800	*
26	51,400	
27	50,520	*
28	50,500	*
29	50,020	
30	49,875	*
31	49,800	*
32	(49,490)	*
33	49,440	*
34	49,352	
35	49,300	
36	49,200	*
37	49,070	*
38	49,025	*
39	49,000	*
40	48,700	*
41	48,600	*
42	48,600	*
43	48,500	*
44	48,065	*
45	48,000	*
46	(48,000)	*
47	48,000	*
48	48,000	*
49	47,850	
50	(47,509)	*
51	47,500	*
52	47,500	
53	47,393	*
54	46,600	
55	46,000	*
56	45,700	*
57	45,677	*
58	45,348	
59	45,287	
60	45,264	*
61	45,000	*
62	44,500	*
63	44,269	*
64	44,244	
65	43,600	*
66	43,540	
67	43,525	*
68	43,500	*
69	43,500	
70	43,277	
71	43,250	
72	43,125	
73	42,800	*
74	42,800	
75	42,557	*
76	42,500	
77	42,403	*
78	42,383	
79	42,336	*
80	42,133	
81	42,000	*
82	42,000	
83	41,784	
84	41,731	
85	41,327	
86	41,200	
87	41,000	
88	41,000	
89	40,945	*
90	40,700	*
91	40,500	*
92	40,370	
93	40,330	*
94	40,285	
95	40,000	
96	39,769	*
97	39,624	
98	39,500	*
99	39,417	
100	39,300	*
101	39,247	
102	39,097	*
103	39,000	*
104	38,376	
105	38,210	
106	38,035	
107	38,000	*
108	37,836	
109	37,51[illegible]	*
110	37,500	
111	37,401	*
112	37,311	*
113	36,796	*
114	(36,500)	
115	36,273	
116	36,100	
117	36,000	
118	34,406	*
119	29,450	
AVERAGE	46,141	

TABLE I (Continued)

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	55,000 *
2	50,000 *
3	49,500 *
4	48,100 *
5	48,000 *
6	47,714 *
7	47,600
8	47,225 *
9	47,100 *
10	46,540 *
11	45,905 *
12	45,900 *
13	45,800 *
14	45,000 *
15	45,000 *
16	44,666 *
17	44,520 *
18	44,400 *
19	43,766
20	42,800 *
21	41,700 *
22	41,000 *
23	39,740 *
24	39,700
25	39,600
26	39,300
27	38,501 *
28	38,436
29	38,376
30	37,460 *
31	36,949
32	36,900
33	36,796 *
34	36,414
35	35,823 *
36	35,200
37	35,200 *
38	34,830
39	34,700 *
40	34,600 *
41	34,520
42	34,020 *
43	33,900 *
44	32,400
45	30,000 *
46	29,714 *
47	29,642 *
48	28,080 *
49	26,054 *
AVERAGE	40,041

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	57,257 *
2	54,400 *
3	53,333 *
4	53,200 *
5	52,200 *
6	50,600 *
7	50,320 *
8	50,217 *
9	49,600 *
10	49,200 *
11	48,900 *
12	48,804 *
13	48,800 *
14	48,200 *
15	47,500 *
16	47,500 *
17	47,400 *
18	47,300 *
19	46,650 *
20	45,760 *
21	45,000 *
22	43,140 *
23	42,700 *
24	42,500 *
25	42,434 *
26	41,600 *
27	41,200 *
28	40,000 *
29	39,400
30	39,376
31	38,110
32	37,592 *
33	36,739
34	36,680
35	35,762 *
36	35,466 *
37	35,300 *
38	35,025 *
39	34,861 *
40	33,413
41	30,888 *
42	29,959 *
43	26,484
44	26,329 *
45	22,481
AVERAGE	42,417

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	59,200 *
2	58,500 *
3	55,200 *
4	55,000 *
5	53,000 *
6	52,400 *
7	50,200 *
8	(50,000)*
9	48,800
10	48,440 *
11	47,250
12	47,165 *
13	44,670 *
14	44,000 *
15	43,900
16	(42,776)*
17	42,000 *
18	(39,500)
19	39,000
20	37,152 *
21	36,986 *
22	(36,795)*
23	31,300 *
24	25,350
AVERAGE	45,420

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	57,000 *
2	52,000 *
3	49,600 *
4	49,500 *
5	48,700 *
6	48,500 *
7	47,307 *
8	47,219 *
9	47,000 *
10	46,900 *
11	46,510 *
12	46,100 *
13	45,840 *
14	45,825 *
15	45,500 *
16	(44,532)*
17	44,055 *
18	42,600 *
19	41,532 *
20	39,622
21	39,100 *
22	38,600 *
23	38,412 *
24	37,400 *
25	36,879 *
26	36,260 *
27	35,265
28	33,467
29	32,691 *
30	31,599 *
31	31,303 *
32	30,932 *
33	30,800
34	27,670 *
AVERAGE	41,653

TABLE I (Continued)

DEANS (DIRECTORS):
LAW

RANK	SALARY	
1	68,000	*
2	67,500	*
3	67,403	*
4	66,490	*
5	65,999	
6	65,650	*
7	65,000	*
8	64,010	*
9	64,000	*
10	63,500	*
11	63,000	*
12	62,000	*
13	61,000	*
14	60,800	*
15	59,897	*
16	59,600	
17	59,450	*
18	59,200	*
19	58,300	
20	58,000	*
21	57,000	*
22	56,900	*
23	56,900	*
24	56,851	*
25	56,630	*
26	55,000	*
27	55,000	*
28	54,900	*
29	54,500	*
30	54,500	*
31	54,300	*
32	53,750	*
33	52,500	*
34	52,399	*
35	52,360	*
36	52,000	*
37	52,000	*
38	51,858	
39	50,880	*
40	50,555	*
41	50,000	*
42	50,000	*
43	49,800	*
44	47,741	*
45	47,549	*
46	46,320	
47	46,116	*
48	46,000	*
49	43,100	*
50	42,500	*
AVERAGE	56,176	

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY	
1	65,000	*
2	57,700	*
3	57,000	*
4	57,000	*
5	56,496	*
6	56,106	*
7	54,000	*
8	51,000	*
9	49,400	*
10	49,300	
11	47,436	*
12	47,158	
13	47,100	
14	45,348	
15	44,600	*
16	(44,319)	*
17	43,286	
18	43,000	
19	42,383	
20	42,000	
21	41,731	
22	41,000	*
23	40,797	
24	40,000	*
25	39,000	
26	38,900	*
27	38,872	
AVERAGE	47,405	

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY	
1	74,000	
2	53,090	*
3	(52,900)	*
4	51,000	*
5	50,327	*
6	46,680	*
7	46,000	*
8	45,950	
9	44,958	*
10	44,482	*
11	43,853	*
12	43,779	
13	43,050	*
14	42,500	*
15	42,200	*
16	41,500	*
17	41,200	*
18	41,000	*
19	40,380	*
20	40,110	*
21	39,250	*
22	39,112	
23	39,000	
24	38,200	
25	38,100	*
26	37,950	*
27	37,000	*
28	36,400	*
29	36,400	*
30	35,500	*
31	34,697	*
32	33,845	*
33	31,471	*
AVERAGE	42,602	

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY	
1	96,700	
2	95,766	*
3	88,125	*
4	86,376	*
5	82,500	*
6	81,000	*
7	81,000	*
8	79,596	*
9	78,850	*
10	77,652	*
11	77,215	*
12	77,094	*
13	77,000	*
14	76,839	*
15	76,341	*
16	76,000	*
17	75,200	
18	75,000	*
19	74,890	*
20	73,622	*
21	70,000	
22	68,500	*
23	68,500	*
24	68,000	*
25	67,500	
26	66,000	
27	65,000	*
28	64,500	*
29	64,200	*
30	63,500	*
31	62,212	*
32	57,600	*
33	56,880	
34	55,000	*
35	54,336	*
36	49,500	*
37	49,080	*
38	43,500	*
AVERAGE	71,068	

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	59,300 *
2	53,000 *
3	51,545 *
4	51,509 *
5	51,500 *
6	51,000 *
7	48,700 *
8	48,600 *
9	47,150 *
10	46,510 *
11	46,400 *
12	45,106 *
13	45,100 *
14	45,000
15	44,750 *
16	44,498
17	44,000 *
18	43,113
19	42,180
20	41,875
21	41,000
22	40,075
23	39,333
24	37,502 *
25	36,796 *
26	33,000 *
27	30,012
28	30,000 *
29	29,759
30	29,500 *
31	26,800 *
32	21,441 *
AVERAGE	42,064

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	59,500
2	56,500 *
3	56,350
4	55,300 *
5	54,970 *
6	54,423 *
7	53,109 *
8	53,000 *
9	52,083 *
10	52,000 *
11	51,681 *
12	51,500 *
13	51,000 *
14	50,000 *
15	50,000 *
16	50,000 *
17	49,200 *
18	49,000 *
19	48,900 *
20	48,725
21	48,000 *
22	47,169
23	47,000 *
24	46,549 *
25	46,000 *
26	45,750 *
27	45,500 *
28	45,450 *
29	45,300
30	44,940 *
31	44,640 *
32	44,500 *
33	44,000
34	43,890
35	43,756
36	43,200 *
37	43,000 *
38	42,900 *
39	42,800 *
40	42,298 *
41	42,252 *
42	42,157
43	41,200 *
44	41,076 *
45	40,300 *
46	40,193 *
47	40,000 *
48	39,732
49	39,660 *
50	39,564 *
51	37,773
52	37,700
53	36,335
54	35,000
55	34,800
56	32,900
57	31,560 *
58	30,900 *
59	30,000 *
60	30,000
61	26,500 *
62	25,121
63	19,700
AVERAGE	43,776

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	64,920 *
2	59,130 *
3	58,410 *
4	58,000 *
5	57,500 *
6	56,175 *
7	55,600 *
8	55,249 *
9	55,000 *
10	54,700 *
11	54,237 *
12	54,089 *
13	53,300 *
14	53,000 *
15	52,320 *
16	51,925 *
17	51,700 *
18	50,100 *
19	49,910 *
20	48,760 *
21	48,500 *
22	48,150 *
23	46,109 *
24	46,000 *
25	45,265 *
26	45,000 *
27	44,496 *
28	44,200 *
29	42,000 *
30	41,877
31	40,797
32	38,887 *
33	37,393 *
34	35,800 *
35	33,392
AVERAGE	49,482

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE I (Continued)

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY	
1	59,940	*
2	55,200	*
3	55,000	*
4	54,933	*
5	53,190	
6	52,700	*
7	52,000	*
8	51,400	*
9	49,000	*
10	47,925	
11	47,800	*
12	47,500	*
13	47,500	*
14	46,140	
15	46,000	
16	46,000	
17	45,570	
18	45,540	*
19	45,500	
20	45,090	
21	44,589	*
22	44,429	
23	43,900	
24	43,817	
25	43,777	*
26	43,560	*
27	43,236	
28	43,119	*
29	43,000	
30	42,383	
31	41,731	
32	41,000	
33	40,900	
34	40,800	
35	40,800	
36	40,797	
37	39,900	
38	39,000	*
39	38,570	
40	37,311	*
41	35,226	
42	35,000	
AVERAGE	45,242	

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY	
1	53,089	
2	51,930	*
3	50,670	*
4	50,667	*
5	(50,000)	*
6	49,300	
7	48,720	*
8	48,645	*
9	48,300	*
10	48,205	*
11	48,000	
12	47,160	
13	46,700	*
14	46,522	*
15	46,000	*
16	41,600	*
17	38,376	
18	36,796	*
19	33,300	
20	33,250	*
21	32,556	*
22	30,374	
23	25,960	*
AVERAGE	43,753	

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY	
1	56,401	*
2	56,000	*
3	55,167	*
4	53,000	*
5	52,700	*
6	52,435	*
7	52,000	*
8	51,000	*
9	50,500	*
10	49,500	*
11	49,080	*
12	48,700	*
13	48,300	*
14	47,000	*
15	46,997	
16	46,500	*
17	46,430	*
18	46,275	*
19	46,200	*
20	46,000	*
21	45,679	
22	45,600	*
23	45,540	*
24	45,348	
25	45,000	*
26	43,100	*
27	43,083	*
28	42,750	*
29	41,700	
30	40,094	*
31	40,000	*
32	40,000	*
33	39,549	
34	38,933	*
35	37,152	*
36	34,059	*
37	29,502	
38	19,349	*
AVERAGE	45,174	

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY	
1	54,300	*
2	53,600	*
3	49,920	*
4	49,571	*
5	47,524	*
6	46,400	*
7	46,181	*
8	44,400	*
9	44,000	*
10	43,236	
11	42,250	*
12	42,000	*
13	40,000	*
14	39,300	
15	37,600	*
16	36,948	*
17	36,405	*
18	35,700	
19	34,967	
20	31,563	
21	27,579	*
22	26,000	
23	20,200	
AVERAGE	40,419	

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY	
1	63,284	*
2	60,000	*
3	59,000	*
4	58,800	*
5	58,681	*
6	57,845	*
7	57,242	*
8	56,000	*
9	55,900	*
10	54,891	*
11	54,800	*
12	54,500	*
13	52,512	*
14	51,504	*
15	51,000	*
16	51,000	*
17	50,500	*
18	50,040	*
19	46,044	*
20	42,557	*
21	40,642	*
AVERAGE	53,654	

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama at Birmingham
University of Alabama at Huntsville
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Florida
University of South Alabama
University of South Carolina
University of South Florida
University of Southern Mississippi
University of Tennessee at Knoxville

TABLE II (Continued)
-ATLANTA REGION-

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	74,460
2	65,000
3	62,360
4	57,000
AVERAGE	64,705

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	77,600
2	77,000
3	73,600
4	72,000
5	69,900
6	69,350
7	67,000
8	66,500
9	66,500
10	62,900
11	62,777
12	62,360
13	60,500
14	59,125
15	57,000
16	57,000
17	56,700
18	54,500
19	53,500
20	53,200
21	51,400
22	47,145
23	47,000
AVERAGE	61,920

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	67,503
2	67,000
3	58,700
4	58,500
5	58,000
6	57,400
7	57,200
8	56,500
9	54,764
10	53,940
11	53,900
12	51,920
13	51,000
14	50,270
15	50,000
16	49,000
17	48,549
18	48,500
19	48,150
20	(47,976)
21	46,800
22	44,500
23	44,280
24	44,140
AVERAGE	52,950

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	68,100
2	63,500
3	61,000
4	58,200
5	56,000
6	(47,976)
7	46,900
AVERAGE	57,368

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	56,500
2	47,800
3	47,500
4	47,400
5	45,002
6	45,000
7	44,975
8	44,200
9	42,700
10	41,594
11	41,300
12	41,200
13	41,000
14	40,000
15	38,646
16	37,950
17	36,836
18	35,890
19	35,815
20	34,969
21	34,000
22	33,000
23	32,000
24	27,523
25	25,000
AVERAGE	39,912

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	(49,575)
2	49,000
3	(48,500)
4	46,700
5	37,090
6	(36,000)
7	34,762
8	34,286
9	32,766
10	31,060
11	30,200
12	30,000
13	29,600
14	22,015
15	20,900
16	20,500
17	18,377
AVERAGE	33,557

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	57,379
2	51,000
3	48,100
4	48,000
5	47,333
6	46,500
7	45,000
8	43,372
9	43,000
10	42,180
11	42,000
12	41,500
13	40,300
14	39,499
15	38,000
16	37,800
17	36,040
18	35,000
19	34,000
20	33,000
21	30,012
22	30,000
23	29,004
24	28,960
25	27,625
26	23,640
AVERAGE	39,163

TABLE II (Continued)
-ATLANTA REGION-

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	64,000
2	59,065
3	58,400
4	56,500
5	56,000
6	54,400
7	54,100
8	53,500
9	53,500
10	52,034
11	51,000
12	49,000
13	49,000
14	48,095
15	46,325
16	45,700
17	43,056
18	42,629
19	40,990
20	37,000
AVERAGE	50,714

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	48,300
2	41,386
3	39,000
4	33,100
5	26,730
AVERAGE	37,703

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	46,380
2	46,000
3	37,840
4	35,000
5	32,052
6	31,970
7	28,500
8	28,056
AVERAGE	35,726

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	44,500
2	43,395
3	40,716
4	39,350
5	38,500
6	38,207
7	37,860
8	36,100
9	35,904
10	(35,269)
11	35,000
12	32,890
13	32,600
14	31,716
15	31,250
16	29,782
17	27,900
18	27,500
19	27,500
20	27,250
21	22,914
22	19,400
AVERAGE	33,386

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	53,600
2	48,300
3	43,696
4	43,500
5	43,440
6	41,800
7	41,602
8	40,000
9	39,500
10	37,773
11	37,700
12	36,000
13	35,400
14	(35,268)
15	35,000
16	34,523
17	32,200
18	31,716
19	29,612
20	29,000
21	27,615
AVERAGE	37,964

BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	38,500
2	34,500
3	32,820
4	32,820
5	31,250
6	30,135
7	29,746
8	29,000
9	28,800
10	27,792
11	27,329
12	26,976
13	25,710
14	25,136
15	24,850
16	23,750
17	21,939
18	21,009
19	20,616
20	20,600
AVERAGE	27,864

BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	46,710
2	45,570
3	39,600
4	39,000
5	38,500
6	38,163
7	38,111
8	37,767
9	34,002
10	33,720
11	33,500
12	32,820
13	32,766
14	32,000
15	31,524
16	31,000
17	30,974
18	30,000
19	29,500
20	29,000
21	26,339
22	25,353
23	25,350
24	25,296
25	22,800
26	22,790
27	21,616
AVERAGE	32,362

TABLE II (Continued)
-ATLANTA REGION-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	56,714
2	54,500
3	52,600
4	52,500
5	52,226
6	51,900
7	49,649
8	49,300
9	49,185
10	49,000
11	49,000
12	47,352
13	47,300
14	45,700
15	45,000
16	43,733
17	43,600
18	40,000
19	40,000
20	38,160
AVERAGE	47,871

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	46,960
2	45,420
3	43,594
4	43,536
5	42,750
6	39,492
7	39,480
8	38,850
9	37,116
10	37,000
11	36,620
12	36,344
13	35,000
14	33,480
15	32,000
16	31,950
17	30,600
18	30,581
19	30,164
20	28,000
21	25,478
AVERAGE	36,410

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	21,069
2	20,601
3	18,190
4	18,000
5	17,616
AVERAGE	19,087

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	45,475
2	40,843
3	37,162
4	36,150
5	36,000
6	35,900
7	35,359
8	32,520
9	31,622
10	31,006
11	30,406
12	30,000
13	29,400
14	29,346
15	29,000
16	28,400
17	26,650
18	26,068
19	25,700
20	25,572
21	23,724
22	22,000
23	21,670
24	19,000
25	18,750
26	18,500
AVERAGE	29,466

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	44,290
2	42,200
3	41,504
4	40,842
5	39,000
6	38,136
7	37,500
8	36,000
9	35,734
10	35,000
11	32,919
12	32,000
13	31,600
14	31,500
15	31,000
16	29,500
17	29,200
18	28,500
19	27,000
20	26,694
21	26,600
22	26,029
23	24,453
24	20,550
25	19,864
AVERAGE	32,301

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	33,500
2	31,500
3	31,400
4	31,000
5	30,360
6	29,040
7	29,000
8	28,750
9	27,040
10	26,990
11	26,820
12	26,670
13	25,500
14	25,425
15	25,000
16	24,900
17	24,656
18	24,270
19	24,200
20	23,798
21	23,135
22	22,466
23	22,450
24	22,236
25	21,330
26	20,400
27	17,472
AVERAGE	25,897

TABLE II (Continued)
-ATLANTA REGION-

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	37,000
2	34,717
3	34,500
4	33,920
5	31,500
6	30,604
7	29,540
8	29,466
9	28,186
10	27,900
11	27,300
12	27,000
13	25,900
14	24,000
15	23,394
16	23,004
17	21,964
18	19,930
19	19,530
20	18,920
21	18,390
22	17,000
23	16,971
AVERAGE	26,063

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	72,600
2	61,777
3	59,535
4	57,673
5	57,344
6	55,959
7	55,356
8	55,230
9	53,460
10	50,830
11	47,585
12	45,360
13	43,000
14	43,000
15	36,598
16	30,000
17	24,084
18	21,300
19	19,515
20	16,379
21	12,276
AVERAGE	43,708

TABLE II (Continued)
-ATLANTA REGION-

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	64,100
2	61,000
3	58,900
4	56,500
5	(49,575)
6	48,543
7	45,790
8	43,000
AVERAGE	54,164

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	55,481
2	51,000
3	50,000
4	49,500
5	49,275
6	49,200
7	48,700
8	47,000
9	47,000
10	45,700
11	41,741
AVERAGE	48,600

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY
1	55,313
2	54,800
3	(48,500)
4	(47,000)
5	45,650
6	42,480
7	42,440
8	(37,080)
9	35,637
AVERAGE	45,433

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	45,000
2	44,750
3	43,990
4	42,560
5	42,000
6	39,180
7	37,720
8	35,568
9	33,170
10	33,170
11	29,714
12	26,500
13	25,000
AVERAGE	36,790

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	52,152
2	52,035
3	47,250
4	41,500
5	41,034
6	39,500
7	38,100
8	37,400
9	(37,080)
10	37,000
11	36,200
12	35,962
13	35,000
14	34,000
15	33,250
16	25,000
17	22,600
18	(20,900)
AVERAGE	36,998

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	48,112
2	45,570
3	42,250
4	39,500
5	39,000
6	38,985
7	34,500
8	34,428
9	34,020
10	30,910
11	27,200
12	27,170
13	22,139
14	21,567
15	16,837
AVERAGE	33,473

TABLE II (Continued)
-ATLANTA REGION-

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	48,321
2	45,939
3	44,700
4	41,676
5	37,960
6	37,000
7	36,865
8	36,500
9	36,442
10	36,240
11	36,000
12	36,000
13	35,970
14	34,937
15	34,500
16	34,124
17	34,000
18	33,000
19	33,000
20	32,250
21	32,052
22	29,683
23	27,876
24	27,580
25	27,330
26	15,400
AVERAGE	34,802

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	39,354
2	37,300
3	32,904
4	32,750
5	32,000
6	32,000
7	31,183
8	29,700
9	27,500
10	27,132
11	25,594
12	24,684
13	23,500
14	23,000
15	22,649
16	21,960
17	21,420
18	19,080
19	18,000
20	16,530
21	13,796
AVERAGE	26,243

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	52,350
2	49,000
3	46,000
4	45,000
5	43,950
6	40,400
7	30,600
AVERAGE	44,186

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	42,200
2	39,130
3	38,925
4	36,000
5	31,062
6	30,962
7	30,788
8	30,000
9	29,400
10	28,432
11	28,000
12	25,387
13	25,000
14	24,500
15	23,076
16	19,395
17	19,322
18	16,000
AVERAGE	28,749

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	58,061
2	52,694
3	51,000
4	39,500
5	39,025
6	34,380
AVERAGE	45,777

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	45,971
2	40,100
3	37,689
AVERAGE	41,253

TABLE II (Continued)
-ATLANTA REGION-

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	43,500
2	39,685
3	37,200
4	35,464
5	34,840
6	33,000
7	31,700
8	22,925
AVERAGE	34,852

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	46,000
2	45,570
3	41,987
4	41,040
5	38,925
6	37,729
7	34,700
8	34,657
9	34,240
10	33,431
11	33,000
12	30,500
13	30,000
14	25,944
15	24,500
AVERAGE	35,682

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	57,257
2	56,000
3	54,900
4	49,696
5	49,473
6	48,540
AVERAGE	52,644

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	40,445
2	40,020
3	39,402
4	36,356
5	35,300
6	33,792
7	32,700
8	32,530
9	32,427
10	31,993
11	31,473
12	29,000
13	29,057
14	26,485
15	25,000
16	24,500
17	24,317
18	23,406
19	22,700
20	21,940
21	21,450
22	20,256
23	15,000
AVERAGE	29,115

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	55,481
2	54,800
3	53,800
4	53,560
5	53,460
6	52,235
7	(49,490)
8	48,500
9	(46,332)
AVERAGE	51,962

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	44,200
2	42,390
3	42,065
4	40,000
5	38,441
6	38,400
7	36,200
8	35,700
9	35,410
10	35,310
11	35,040
12	34,300
13	31,591
14	31,194
15	30,000
16	29,405
17	26,000
18	22,400
AVERAGE	34,891

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	52,210
2	49,400
3	45,807
4	43,000
5	42,968
6	40,080
7	40,000
8	39,171
9	37,800
10	35,750
11	35,630
12	32,220
13	30,000
14	27,393
15	18,000
16	15,925
AVERAGE	36,516

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE II (Continued)
-ATLANTA REGION-

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	61,500
2	58,262
3	52,560
4	51,600
5	51,300
6	49,600
7	48,000
8	43,075
9	34,500
AVERAGE	50,155

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	53,500
2	49,937
3	49,320
4	45,800
5	44,701
6	44,700
7	43,000
8	42,300
AVERAGE	46,657

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	62,280
2	61,300
3	58,242
4	57,800
5	54,900
6	54,000
7	51,500
8	50,920
9	46,499
10	45,000
11	45,000
12	(44,319)
13	42,251
14	40,533
15	39,732
16	38,600
17	36,360
AVERAGE	48,773

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	76,184
2	62,280
3	60,500
4	59,300
5	57,600
6	54,700
7	52,769
8	50,700
9	50,400
10	48,750
11	48,480
12	48,300
13	48,000
14	47,000
15	46,999
16	46,096
17	45,700
18	45,100
19	45,000
20	43,000
21	42,200
22	42,060
23	41,047
24	41,000
25	38,080
AVERAGE	49,658

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	55,000
2	52,900
3	52,486
4	48,000
5	47,040
6	44,169
7	40,000
8	39,300
9	37,500
10	37,413
11	37,370
12	36,780
13	36,206
14	36,000
15	35,900
16	34,600
17	34,054
18	33,972
19	30,250
20	29,709
21	29,010
22	25,670
AVERAGE	38,783

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	94,900
2	73,100
3	61,822
4	57,600
AVERAGE	71,856

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	60,700
2	56,600
3	52,900
4	(52,900)
5	52,235
6	49,300
7	49,000
8	48,700
9	48,300
10	48,000
11	47,000
12	46,551
13	46,200
14	46,000
15	46,000
16	45,700
17	44,577
18	43,740
19	43,000
20	42,710
21	42,700
22	41,856
23	41,600
24	41,000
25	39,140
26	37,615
AVERAGE	46,055

TABLE II (Continued)
-ATLANTA REGION-

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	60,000
2	59,000
3	56,000
4	55,700
5	53,510
6	52,000
7	51,540
8	51,000
9	50,400
10	50,400
11	50,000
12	49,000
13	47,000
14	46,000
15	45,710
16	44,450
17	44,000
18	39,516
AVERAGE	50,196

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	49,300
2	43,549
3	42,200
4	41,700
5	41,200
6	38,000
7	34,270
AVERAGE	41,460

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	56,600
2	54,000
3	51,950
4	45,982
5	45,130
AVERAGE	50,732

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	67,275
2	58,262
3	49,875
4	(49,490)
5	49,440
6	49,000
7	48,700
8	48,600
9	48,065
10	48,000
11	48,000
12	47,500
13	47,393
14	42,000
15	41,000
16	40,945
17	40,000
18	39,500
19	38,210
20	38,035
21	37,836
AVERAGE	46,530

DEANS (DIRECTORS):
HEALTH/PHYS
EDUCATION/RECREATION

RANK	SALARY
1	47,714
2	45,905
3	45,000
4	41,000
5	41,000
6	39,300
7	36,900
8	34,520
9	28,080
AVERAGE	39,935

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	57,257
2	50,600
3	46,650
4	43,140
5	42,700
6	41,700
7	40,000
8	39,400
9	29,955
10	26,484
AVERAGE	41,739

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	59,200
2	55,200
3	48,800
4	47,250
5	43,900
AVERAGE	50,870

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	48,700
2	47,307
3	47,000
4	45,500
5	42,600
6	39,100
7	38,600
AVERAGE	44,115

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	67,403
2	65,999
3	65,650
4	59,300
5	57,000
6	56,900
7	54,500
8	52,500
9	52,399
10	50,555
AVERAGE	58,221

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	57,000
2	51,000
3	49,300
4	(44,319)
5	43,000
6	41,000
7	39,000
AVERAGE	46,374

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE II (Continued)
-ATLANTA REGION-

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	74,000
2	53,090
3	(52,900)
4	44,482
5	42,200
6	41,200
7	38,200
8	36,400
9	35,500
10	31,471
AVERAGE	44,944

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	96,700
2	88,125
3	76,341
4	70,000
5	68,500
6	67,500
7	66,000
8	56,880
AVERAGE	73,756

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	53,000
2	48,600
3	45,000
4	43,113
5	41,000
6	29,500
AVERAGE	43,369

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	59,500
2	56,350
3	54,970
4	52,000
5	49,000
6	48,000
7	47,169
8	45,450
9	44,640
10	44,000
11	43,000
12	41,200
13	40,193
14	36,336
15	34,800
16	30,800
17	30,000
18	19,700
AVERAGE	43,173

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	64,920
2	55,248
3	55,000
4	51,700
5	50,100
6	48,760
7	45,265
AVERAGE	52,999

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	46,000
2	45,570
3	45,500
4	43,000
5	41,000
6	38,570
7	35,000
AVERAGE	42,091

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	53,089
2	49,300
3	48,000
4	46,700
5	33,500
AVERAGE	46,118

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	52,433
2	52,000
3	50,500
4	46,990
5	46,200
6	45,600
7	45,000
8	41,700
9	40,000
AVERAGE	46,713

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	46,181
2	40,000
3	36,405
4	34,567
AVERAGE	39,388

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	63,284
2	58,681
3	57,845
4	54,891
5	51,000
AVERAGE,	57,140

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-six participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University at Bloomington
Kent State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Michigan
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wayne State University
Western Michigan University

TABLE II (Continued)
-CHICAGO REGION-

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	65,000
2	65,000
3	65,000
4	64,920
5	63,000
6	59,530
AVERAGE	63,742

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	75,900
2	75,000
3	75,000
4	75,000
5	72,700
6	72,500
7	69,000
8	69,000
9	65,900
10	65,000
11	63,500
12	62,540
13	62,250
14	61,940
15	61,500
16	59,000
17	59,000
18	56,700
19	56,500
AVERAGE	66,091

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	70,000
2	67,500
3	63,955
4	61,000
5	58,500
6	56,592
7	55,500
8	53,500
9	52,750
10	51,960
11	51,192
12	50,000
13	47,000
AVERAGE	56,881

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	59,750
2	59,560
3	57,000
4	56,250
5	56,076
6	54,900
7	54,500
8	54,000
9	51,600
AVERAGE	55,737

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	62,675
2	53,990
3	52,500
4	51,850
5	50,000
6	49,000
7	46,932
8	46,680
9	46,000
10	45,129
11	44,100
12	44,016
13	42,900
14	42,538
15	41,480
16	40,373
17	40,300
18	39,960
19	39,684
20	39,400
21	39,300
22	39,000
23	37,750
24	34,750
AVERAGE	44,580

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	42,540
2	40,200
3	(36,545)
4	34,135
5	34,000
6	33,500
7	32,136
8	30,204
9	30,100
10	30,000
11	30,000
12	30,000
13	29,809
14	29,640
15	28,250
16	27,792
17	27,250
18	27,000
19	26,700
20	26,300
21	25,950
22	25,380
23	24,970
24	22,406
AVERAGE	30,200

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	59,000
2	45,815
3	45,500
4	43,200
5	42,506
6	41,880
7	40,089
8	38,500
9	37,800
10	37,796
11	37,764
12	37,200
13	36,800
14	36,300
15	36,000
16	35,090
17	34,905
18	34,610
19	33,700
20	32,580
21	31,900
22	30,807
AVERAGE	36,579

TABLE II (Continued)
-CHICAGO REGION-

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	70,440
2	65,000
3	60,100
4	55,600
5	54,700
6	53,165
7	52,100
8	52,000
9	51,480
10	51,477
11	51,360
12	51,000
13	50,200
14	50,000
15	49,823
16	49,500
17	48,590
18	48,360
19	47,500
AVERAGE	53,285

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	52,300
2	46,000
3	44,484
4	44,100
5	42,804
6	41,900
7	41,090
8	39,769
9	39,075
10	38,892
11	38,760
12	38,520
13	38,500
14	38,244
15	35,100
16	34,650
17	32,800
18	30,792
19	29,000
20	25,100
AVERAGE	38,639

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(55,000)
2	45,120
3	40,000
4	37,346
5	28,400
6	26,196
7	26,040
8	24,503
AVERAGE	35,326

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	47,550
2	47,500
3	35,000
4	24,289
AVERAGE	38,585

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	38,500
2	35,040
3	33,892
4	31,900
5	29,256
6	28,950
7	28,500
8	28,000
9	28,000
10	27,575
11	26,900
12	26,016
13	25,320
14	25,005
15	23,874
16	22,377
17	15,600
AVERAGE	27,918

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	56,000
2	44,000
3	43,200
4	42,300
5	42,200
6	40,300
7	39,000
8	36,652
9	36,000
10	34,250
11	34,200
12	33,033
13	28,020
14	26,700
15	26,000
16	24,500
AVERAGE	36,641

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	55,500
2	54,960
3	47,500
4	43,875
5	41,039
6	39,936
7	38,800
8	38,750
9	37,700
10	37,600
11	36,900
12	36,516
13	34,200
14	34,000
15	33,500
16	32,500
17	32,340
18	31,901
19	31,594
20	31,543
21	31,432
22	28,997
23	28,640
24	26,611
AVERAGE	36,930

TABLE II (Continued)
-CHICAGO REGION-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	59,500
2	54,463
3	52,000
4	50,760
5	48,357
6	48,200
7	48,100
8	47,600
9	47,500
10	47,000
11	46,000
12	45,312
13	45,000
14	44,820
15	44,300
16	44,000
17	43,853
18	43,224
AVERAGE	47,705

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	46,219
2	42,850
3	42,500
4	42,000
5	41,900
6	40,692
7	36,938
8	36,000
9	35,587
10	33,917
11	32,700
12	32,099
13	31,984
14	31,500
15	24,840
AVERAGE	36,803

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	31,775
2	29,704
3	27,000
4	23,280
5	22,224
6	21,039
7	19,400
8	18,150
AVERAGE	24,072

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	47,500
2	45,000
3	42,000
4	40,785
5	40,597
6	39,388
7	38,220
8	37,770
9	35,920
10	35,760
11	35,600
12	34,427
13	33,137
14	31,950
15	31,500
16	31,400
17	30,600
18	30,300
19	30,250
20	29,760
21	29,146
22	28,600
23	28,500
24	27,800
25	26,600
26	26,484
AVERAGE	34,190

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	39,655
2	36,383
3	36,240
4	36,000
5	35,975
6	35,800
7	35,450
8	33,250
9	33,187
10	33,110
11	32,700
12	32,230
13	30,815
14	29,970
15	28,722
16	27,500
17	26,914
18	26,496
19	24,500
AVERAGE	32,363

TABLE II (Continued)
-CHICAGO REGION-

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	58,500	1	43,448	1	39,240
2	56,300	2	41,242	2	38,680
3	54,960	3	41,067	3	36,400
4	54,785	4	39,725	4	34,992
5	50,963	5	39,174	5	34,440
6	50,652	6	39,120	6	32,400
7	50,140	7	(37,040)	7	32,048
8	49,860	8	36,720	8	31,680
9	48,300	9	36,600	9	31,588
10	46,867	10	33,696	10	31,541
11	46,544	11	32,748	11	31,500
12	46,046	12	31,745	12	31,070
13	45,798	13	31,700	13	30,800
14	43,550	14	31,050	14	30,500
15	42,967	15	29,839	15	29,750
16	40,900	16	27,600	16	29,317
17	40,044	17	27,500	17	29,608
18	33,000	18	26,187	18	28,300
19	31,600	19	25,660	19	27,552
20	30,350	20	24,312	20	26,680
21	29,700	21	24,188	21	26,607
22	20,524	22	21,632	22	26,193
23	20,150	23	15,000	23	25,600
				24	25,000
				25	22,000
AVERAGE	43,143	AVERAGE	32,043	AVERAGE	30,506

TABLE II (Continued)
-CHICAGO REGION-

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	60,000
2	58,000
3	55,000
AVERAGE	57,667

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	55,000
2	53,500
3	50,641
4	49,923
5	45,312
6	44,300
AVERAGE	49,764

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	58,300
2	55,000
3	54,840
4	48,400
5	46,592
6	46,400
7	46,300
8	44,500
9	42,000
AVERAGE	49,148

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	67,000
2	54,564
3	52,000
4	46,224
5	46,200
6	46,000
7	42,840
8	35,000
9	34,100
10	32,250
11	31,800
12	30,525
13	30,019
14	30,000
15	24,798
AVERAGE	40,221

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	46,000
2	44,808
3	44,530
4	43,300
5	42,222
6	39,350
7	38,150
8	37,500
9	36,800
10	35,000
11	34,572
12	34,512
13	32,880
14	31,800
15	30,205
16	21,250
17	17,000
AVERAGE	35,875

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	45,000
2	45,000
3	43,800
4	43,675
5	39,800
6	35,000
7	30,565
8	29,280
9	27,452
10	27,360
11	26,332
AVERAGE	35,751

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	49,500
2	48,150
3	47,500
4	46,300
5	45,600
6	45,000
7	43,675
8	42,500
9	41,820
10	40,575
11	40,212
12	39,264
13	38,280
14	37,900
15	37,600
16	36,900
17	36,500
18	36,240
19	36,050
20	35,957
21	35,000
22	34,254
23	33,870
24	32,922
25	28,219
AVERAGE	35,591

TABLE II (Continued)
-CHICAGO REGION-

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	42,300
2	36,630
3	36,000
4	35,000
5	35,000
6	31,560
7	31,470
8	31,000
9	30,900
10	30,516
11	29,900
12	29,244
13	28,990
14	27,075
15	26,697
16	26,447
17	24,700
18	23,796
19	23,000
AVERAGE	30,532

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(59,000)
2	53,520
3	53,000
4	48,840
5	46,003
6	45,483
7	43,000
8	36,925
9	24,673
AVERAGE	45,605

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	59,236
2	43,000
3	39,000
4	35,952
5	35,314
6	33,500
7	33,300
8	33,120
9	32,552
10	31,000
11	31,000
12	28,687
13	28,412
14	27,203
15	27,100
16	25,364
17	20,091
AVERAGE	33,109

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	54,500
2	51,500
3	51,000
4	50,148
5	47,300
6	46,200
7	44,050
8	40,684
9	36,500
AVERAGE	46,876

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	36,276
2	35,000
3	30,766
4	30,500
5	28,500
AVERAGE	32,208

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(59,000)
2	50,040
3	47,435
4	47,000
5	46,500
6	37,000
AVERAGE	47,829

TABLE II (Continued)
-CHICAGO REGION-

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	51,901
2	38,179
3	38,000
4	36,500
5	33,350
6	33,300
7	31,000
8	29,300
9	25,400
10	25,219
AVERAGE	34,415

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	52,865
2	52,000
3	38,904
4	36,760
5	35,442
6	32,000
7	31,500
8	30,766
9	30,500
10	26,000
11	25,725
12	24,800
13	24,672
14	23,424
15	23,323
16	22,700
17	22,140
18	15,125
AVERAGE	30,481

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	63,300
2	62,500
3	58,000
4	(47,503)
5	41,500
AVERAGE	54,562

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	49,394
2	47,880
3	43,000
4	42,912
5	42,500
6	40,909
7	40,700
8	40,100
9	39,527
10	37,450
11	36,750
12	35,900
13	35,800
14	34,544
15	33,500
16	33,072
17	32,155
18	31,724
19	27,600
20	26,300
21	24,700
AVERAGE	36,906

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	75,250
2	46,764
3	45,550
4	41,650
5	37,000
6	36,300
7	34,725
8	34,669
9	34,500
10	34,140
11	33,744
12	33,300
13	33,297
14	31,939
15	30,300
16	29,300
17	28,200
18	25,909
AVERAGE	36,997

TABLE II (Continued)
-CHICAGO REGION-

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	62,500
2	59,000
3	(55,000)
4	42,192
AVERAGE	54,673

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	55,525
2	54,500
3	51,250
4	49,199
5	49,080
6	47,360
AVERAGE	51,152

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	64,200
2	60,000
3	57,500
4	56,949
5	54,340
6	52,600
7	52,100
8	52,100
9	51,000
10	49,990
11	47,600
12	46,956
13	46,400
14	46,300
15	45,940
16	45,000
17	44,800
18	42,000
19	35,000
AVERAGE	50,046

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	70,000
2	59,500
3	57,500
4	57,409
5	57,000
6	56,250
7	55,000
8	55,000
9	54,000
10	51,300
11	50,760
12	50,145
13	48,977
14	48,840
15	48,500
16	48,239
17	47,281
18	47,000
19	46,900
20	46,000
21	44,800
22	43,020
23	41,206
24	36,000
AVERAGE	50,855

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	52,000
2	49,200
3	48,500
4	48,000
5	46,908
6	46,813
7	46,749
8	44,912
9	44,000
10	43,500
11	42,977
12	42,000
13	40,872
14	40,500
15	40,500
16	39,219
17	39,161
18	37,937
19	36,000
20	34,500
21	30,132
22	25,000
AVERAGE	41,790

DEANS (DIRECTORS):
EARTH SCIENCES/ NATURAL RESOURCES

RANK	SALARY
1	62,675
2	50,600
3	(50,280)
AVERAGE	54,518

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	59,500
2	55,409
3	54,500
4	54,000
5	52,656
6	52,500
7	50,700
8	50,490
9	50,330
10	50,304
11	50,045
12	50,000
13	49,600
14	49,500
15	48,392
16	48,252
17	47,800
18	47,200
19	47,145
20	46,000
21	45,840
22	45,500
23	43,650
24	42,972
25	31,100
AVERAGE	48,871

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	65,000
2	60,600
3	60,500
4	60,000
5	59,000
6	59,326
7	56,000
8	55,000
9	55,000
10	54,447
11	52,000
12	51,900
13	47,500
14	47,444
15	45,000
AVERAGE	55,248

TABLE II (Continued)
-CHICAGO REGION-

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	53,000
2	51,600
3	50,795
4	50,220
5	48,180
6	48,121
7	47,600
8	47,064
9	46,944
10	46,700
11	46,050
12	(44,532)
13	40,000
14	35,500
15	32,903
AVERAGE	46,141

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	(50,280)
2	47,000
3	40,050
AVERAGE	45,777

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	64,500
2	63,220
3	62,500
4	57,500
5	56,500
6	54,000
7	52,300
8	51,400
9	50,520
10	49,023
11	47,850
12	(47,508)
13	46,600
14	45,264
15	44,244
16	43,540
17	43,277
18	41,200
19	41,000
20	40,370
21	40,330
22	39,247
23	36,000
AVERAGE	45,604

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	50,000
2	48,000
3	47,600
4	47,100
5	45,900
6	45,500
7	44,520
8	44,400
9	39,740
10	39,700
11	38,436
12	36,414
13	35,200
14	30,000
AVERAGE	42,322

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	54,400
2	50,520
3	48,900
4	36,680
AVERAGE	47,625

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	55,000
2	44,670
3	37,152
AVERAGE	45,607

DEANS (DIRECTORS): JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	57,000
2	52,000
3	47,219
4	46,100
5	45,840
6	(44,532)
7	33,467
AVERAGE	46,594

DEANS (DIRECTORS): LAW

RANK	SALARY
1	67,500
2	66,480
3	65,000
4	64,300
5	63,000
6	62,000
7	60,900
8	59,997
9	59,300
10	55,000
11	51,958
12	46,320
AVERAGE	60,013

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	65,000
2	47,436
3	40,000
AVERAGE	50,812

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	51,000
2	50,323
3	46,680
4	45,950
5	44,958
6	43,050
7	42,500
8	41,000
9	40,110
10	39,000
AVERAGE	44,457

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	81,000
2	79,596
3	77,094
4	69,500
5	65,000
6	64,200
7	55,000
8	49,080
AVERAGE	67,434

TABLE II (Continued)
-CHICAGO REGION-

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	51,509
2	51,500
3	51,000
4	45,100
5	42,180
6	39,333
7	26,800
AVERAGE	43,917

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	55,200
2	46,140
3	44,983
4	44,423
5	43,900
6	43,560
7	40,900
8	39,900
9	39,000
AVERAGE	44,224

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	49,920
2	46,400
3	42,250
4	39,300
5	36,948
6	31,563
7	20,200
AVERAGE	38,083

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	56,500
2	55,300
3	53,109
4	52,083
5	50,000
6	48,900
7	45,300
8	43,850
9	43,200
10	42,293
11	41,076
12	37,700
AVERAGE	47,443

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	56,000
2	55,167
3	53,000
4	52,700
5	49,500
6	49,080
7	46,000
8	43,083
9	39,549
10	34,058
11	29,502
AVERAGE	46,149

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	56,000
2	54,500
3	50,040
AVERAGE	53,513

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	58,410
2	58,000
3	57,500
4	52,320
5	51,925
6	41,877
AVERAGE	53,339

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-four participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University & Agricultural & Mechanical College
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
North Texas State University
Northeast Louisiana University
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Southern University
Texas Tech University and Texas Tech University Health Sciences Center
University of Arkansas at Fayetteville
University of Houston
University of New Mexico
University of New Orleans
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at El Paso

TABLE II (Continued)
-DALLAS REGION-

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	69,000
2	61,000
3	59,500
AVERAGE	63,167

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	76,500
2	71,100
3	69,645
4	68,900
5	67,000
6	62,000
7	62,000
8	61,301
9	60,400
10	59,328
11	59,328
12	59,328
13	56,500
14	53,900
15	53,900
16	53,720
17	52,900
18	51,900
19	43,900
20	43,900
AVERAGE	59,373

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	63,000
2	57,000
3	55,703
4	55,546
5	55,000
6	54,700
7	53,354
8	(53,000)
9	50,970
10	49,350
11	49,000
12	45,983
13	44,940
14	44,669
15	43,944
16	43,663
17	43,452
18	43,164
19	42,500
20	42,415
AVERAGE	49,573

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	61,300
2	59,300
3	57,000
AVERAGE	59,200

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	49,600
2	45,500
3	45,500
4	42,940
5	42,700
6	42,000
7	40,980
8	40,548
9	40,380
10	40,359
11	40,000
12	38,385
13	37,500
14	37,420
15	36,453
16	36,253
17	35,692
18	35,480
19	33,657
20	32,532
21	31,530
22	31,477
23	27,500
24	25,000
AVERAGE	37,887

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	37,200
2	35,100
3	30,200
4	27,856
5	26,500
6	25,846
7	25,550
8	25,500
9	25,284
10	25,125
11	24,200
12	21,000
13	20,000
AVERAGE	26,874

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	50,500
2	48,516
3	47,508
4	47,000
5	40,000
6	38,304
7	37,439
8	35,732
9	35,700
10	35,000
11	34,692
12	34,000
13	33,402
14	33,369
15	33,139
16	32,000
17	31,800
18	31,607
19	31,332
20	29,255
21	28,116
AVERAGE	36,543

TABLE II (Continued)
-DALLAS REGION-

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	58,000
2	57,000
3	54,725
4	54,000
5	53,000
6	53,000
7	51,282
8	(50,400)
9	50,196
10	49,757
11	47,783
12	46,000
13	45,519
14	44,921
15	42,415
16	42,040
17	42,000
18	41,976
19	40,000
20	39,336
21	39,286
AVERAGE	47,745

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	40,800
2	40,500
3	40,000
4	39,300
5	39,000
6	38,000
7	37,836
8	37,030
9	36,407
10	33,704
11	32,901
12	(32,000)
13	31,475
14	30,274
15	29,430
16	29,100
AVERAGE	35,485

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	38,503
2	36,385
3	35,500
4	(32,000)
5	27,144
6	22,806
7	22,692
AVERAGE	31,014

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	42,000
2	36,900
3	35,160
4	34,500
5	33,121
6	32,460
7	(32,000)
8	31,600
9	31,500
10	30,082
11	26,640
12	26,487
13	25,464
AVERAGE	32,147

BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	35,700
2	29,060
3	28,500
4	28,404
5	27,746
6	27,300
7	27,300
8	27,023
9	25,416
10	24,000
11	23,900
12	23,579
13	22,536
14	22,000
15	21,320
16	21,020
17	18,804
AVERAGE	25,506

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	40,000
2	36,19[illegible]
3	34,800
4	34,000
5	33,924
6	33,422
7	27,300
8	27,144
9	24,300
10	23,544
11	20,837
12	20,500
13	20,340
14	19,700
15	13,663
AVERAGE	27,311

BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	37,800
2	37,288
3	36,400
4	36,348
5	33,750
6	32,500
7	32,000
8	29,000
9	28,682
10	28,377
11	28,000
12	27,852
13	27,418
14	27,144
15	26,503
16	26,400
17	26,101
18	25,714
19	24,891
20	23,130
21	22,597
22	22,480
23	21,500
24	21,258
AVERAGE	28,464

TABLE II (Continued)
-DALLAS REGION-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	(57,000)
2	54,725
3	50,000
4	48,696
5	46,664
6	46,500
7	45,900
8	45,200
9	45,184
10	44,510
11	44,000
12	43,592
13	43,452
14	43,164
15	41,976
16	41,760
17	39,480
18	39,286
19	32,901
AVERAGE	44,945

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	34,612
2	33,096
3	32,124
4	29,954
5	28,843
6	28,050
7	27,200
8	23,294
9	20,613
10	20,500
11	19,741
AVERAGE	27,094

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	41,060
2	38,500
3	37,333
4	37,320
5	37,000
6	35,808
7	35,094
8	33,450
9	33,400
10	32,819
11	32,680
12	30,000
13	29,000
14	28,000
15	27,709
16	27,256
17	26,705
18	25,224
AVERAGE	32,686

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	46,600
2	36,955
3	35,568
4	33,867
5	(32,943)
6	32,294
7	32,056
8	32,000
9	30,641
10	30,380
11	28,500
12	28,000
13	25,700
14	25,399
15	25,000
16	23,904
17	23,574
18	23,140
19	21,500
20	20,446
21	18,336
AVERAGE	28,893

TABLE II (Continued)
-DALLAS REGION-

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	37,752
2	37,750
3	34,000
4	33,975
5	(32,943)
6	32,287
7	31,530
8	31,279
9	30,706
10	30,348
11	29,000
12	28,980
13	28,377
14	26,413
15	25,950
16	25,904
17	25,789
18	25,000
19	24,750
20	23,748
21	22,614
AVERAGE	29,483

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	38,055
2	35,952
3	35,209
4	34,732
5	32,580
6	30,180
7	27,586
8	27,144
9	27,017
10	26,995
11	25,465
12	23,764
13	23,760
14	23,027
15	22,896
16	22,421
17	22,224
18	21,500
19	20,776
20	20,000
21	18,396
22	17,500
23	15,765
AVERAGE	25,780

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	35,000
2	32,368
3	32,043
4	29,760
5	29,611
6	29,400
7	28,900
8	28,560
9	27,812
10	27,413
11	27,400
12	26,296
13	25,714
14	25,200
15	25,000
16	24,173
17	22,950
18	22,666
19	21,240
20	19,392
21	18,761
22	17,850
23	17,131
24	17,124
AVERAGE	25,491

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	53,000
2	52,730
3	50,974
4	49,500
5	48,404
6	46,404
7	46,200
8	42,476
9	42,260
10	38,587
11	37,210
12	32,917
13	19,945
14	17,256
15	16,500
AVERAGE	39,551

TABLE II (Continued)
-DALLAS REGION-

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	59,125
2	56,000
3	49,000
AVERAGE	54,709

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	54,725
2	(53,400)
3	47,000
4	45,983
5	45,193
6	43,800
7	43,250
8	43,164
9	42,771
10	40,464
AVERAGE	45,675

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	61,500
2	57,805
3	39,696
AVERAGE	53,000

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	50,000
2	45,549
3	44,800
4	42,096
5	39,911
6	38,200
7	36,750
8	27,000
9	26,559
AVERAGE	38,985

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	50,000
2	43,500
3	43,100
4	42,000
5	40,800
6	40,316
7	37,545
8	36,000
9	34,300
10	33,586
11	31,500
12	30,000
13	29,160
14	28,734
15	27,325
16	24,792
17	16,000
AVERAGE	34,627

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	50,000
2	39,286
3	36,300
4	29,569
5	27,144
6	25,225
AVERAGE	34,587

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	42,881
2	40,729
3	39,300
4	38,667
5	37,800
6	37,500
7	37,500
8	37,000
9	35,750
10	35,400
11	35,000
12	34,930
13	32,540
14	31,538
15	30,647
16	29,250
17	28,600
18	28,116
19	27,966
20	27,400
21	27,293
22	25,000
23	23,064
24	22,152
AVERAGE	32,747

TABLE II (Continued)
-DALLAS REGION-

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	34,003
2	30,634
3	29,282
4	29,155
5	27,360
6	27,144
7	26,815
8	26,000
9	25,224
10	24,192
11	24,174
12	24,024
13	22,736
14	22,500
15	22,300
16	21,934
17	18,953
18	14,560
AVERAGE	25,055

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	48,464
2	37,440
3	36,849
4	36,000
5	34,500
6	33,500
7	31,423
8	31,205
9	30,978
10	29,984
11	29,525
12	28,300
13	28,000
14	27,750
15	26,320
16	23,469
17	22,224
18	22,200
19	22,000
20	19,571
AVERAGE	30,010

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	(55,704)
2	47,000
3	(46,664)
4	43,714
5	(41,250)
AVERAGE	46,866

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(55,704)
2	48,301
3	(46,664)
4	43,649
5	43,560
6	43,452
7	43,164
8	39,295
AVERAGE	45,473

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	45,000
2	41,280
3	40,000
4	37,000
5	36,000
6	33,000
7	32,600
8	31,500
9	30,000
10	29,604
11	29,446
12	29,000
13	28,514
14	27,400
15	20,223
AVERAGE	32,705

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	32,057
2	30,000
3	27,500
4	26,924
5	25,000
6	24,500
7	22,468
8	21,815
9	21,100
10	19,576
11	15,765
AVERAGE	24,228

TABLE II (Continued)
-DALLAS REGION-

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	54,437
2	54,396
3	48,500
AVERAGE	52,444

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI AFFAIRS
AND DEVELOPMENT

RANK	SALARY
1	(57,000)
2	31,000
3	26,275
AVERAGE	38,092

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	60,155
2	54,021
3	(53,000)
4	52,892
5	49,000
6	47,000
AVERAGE	52,511

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	56,203
2	48,612
3	46,500
4	45,333
5	37,000
6	33,700
7	32,916
8	32,269
9	31,144
10	31,034
11	29,000
12	24,793
13	24,500
14	12,504
AVERAGE	34,609

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(41,250)
2	(41,100)
3	36,624
4	36,500
5	36,000
6	36,000
7	34,300
8	34,275
9	34,200
10	33,970
11	33,700
12	31,000
13	29,555
14	26,321
AVERAGE	34,628

TABLE II (Continued)
-DALLAS REGION-

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	55,704
2	54,501
3	54,437
4	53,591
5	50,000
6	45,000
7	41,784
8	39,500
AVERAGE	49,315

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	51,000
2	46,000
3	45,000
4	44,000
5	43,632
6	(32,051)
7	29,550
AVERAGE	41,605

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	56,800
2	52,000
3	51,599
4	51,000
5	50,400
6	49,400
7	47,000
8	41,784
9	40,800
10	40,112
11	39,000
12	38,887
13	32,550
AVERAGE	45,487

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	59,800
2	56,400
3	55,000
4	54,900
5	51,700
6	51,000
7	50,000
8	49,352
9	48,504
10	48,404
11	48,000
12	47,580
13	45,000
14	41,990
15	41,794
16	41,731
17	40,800
18	40,112
19	40,000
20	40,000
21	39,955
22	38,867
23	36,025
AVERAGE	46,400

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	53,600
2	49,856
3	45,000
4	44,500
5	43,869
6	43,000
7	41,731
8	40,080
9	39,294
10	39,060
11	38,000
12	35,532
13	35,209
14	33,000
15	32,380
16	21,000
17	20,000
18	15,147
AVERAGE	37,237

TABLE II (Continued)
-DALLAS REGION-

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	56,400
2	55,008
3	53,000
4	49,400
5	48,990
6	48,500
7	48,300
8	47,377
9	46,000
10	45,000
11	45,000
12	44,600
13	41,784
14	41,731
15	41,500
16	40,914
17	40,500
18	38,769
19	38,533
20	38,400
21	37,311
22	33,000
23	20,400
AVERAGE	43,840

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	67,200
2	66,400
3	62,000
4	53,800
5	51,996
6	50,400
7	48,400
8	47,099
9	47,000
10	46,400
11	45,263
12	44,817
13	42,923
14	41,784
15	40,400
16	40,250
17	40,000
AVERAGE	49,478

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	53,000
2	42,383
3	42,187
4	41,000
5	40,900
6	40,900
7	30,300
AVERAGE	41,539

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	57,796
2	53,004
3	53,000
4	49,900
5	49,352
6	(48,000)
7	48,000
8	47,500
9	45,287
10	43,500
11	43,250
12	42,383
13	42,336
14	42,133
15	41,784
16	41,731
17	40,285
18	37,500
19	37,311
20	29,450
AVERAGE	44,670

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	44,666
2	35,200
3	33,800
4	32,400
5	26,054
AVERAGE	34,424

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	53,333
2	48,804
3	45,760
4	36,739
5	35,762
6	35,026
7	33,413
8	26,323
9	22,491
AVERAGE	37,515

TABLE II (Continued)
-DALLAS REGION-

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	49,500
2	36,412
3	36,260
4	30,800
AVERAGE	35,743

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	63,500
2	50,000
3	50,000
4	47,741
5	46,116
AVERAGE	51,471

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	56,496
2	54,000
3	49,400
4	47,156
5	43,286
6	42,383
7	42,000
8	41,731
9	40,797
AVERAGE	46,361

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	46,000
2	40,380
3	39,112
4	38,100
5	37,950
AVERAGE	40,308

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	86,376
2	82,500
3	75,200
4	68,000
AVERAGE	78,019

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	51,545
2	44,000
3	40,075
4	29,759
5	21,441
AVERAGE	37,364

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	50,000
2	49,728
3	46,000
4	44,500
5	37,773
6	35,000
AVERAGE	43,666

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	55,600
2	53,000
3	44,200
4	40,797
5	38,887
AVERAGE	46,497

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	59,940
2	53,190
3	51,400
4	47,500
5	46,000
6	42,383
7	41,731
8	40,800
9	40,800
10	40,797
11	37,311
AVERAGE	45,623

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	49,205
2	46,522
3	46,000
4	30,374
5	23,960
AVERAGE	39,412

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	51,000
2	47,000
3	40,000
4	19,349
AVERAGE	39,337

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	54,300
2	53,600
3	44,400
4	44,000
5	26,000
AVERAGE	44,460

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	59,800
2	57,242
3	51,504
AVERAGE	55,849

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fourteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
-DENVER REGION-

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	75,127
2	65,296
3	65,000
4	64,512
5	63,700
6	62,807
7	60,000
8	56,500
9	54,187
10	54,187
11	50,334
12	49,750
13	49,634
14	44,869
AVERAGE	58,279

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	60,250
2	57,000
3	56,000
4	55,008
5	52,000
6	46,000
7	45,700
8	45,000
9	43,135
10	43,000
11	41,700
12	41,216
AVERAGE	49,001

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	49,500
2	44,500
3	43,008
4	41,100
5	38,430
6	38,000
7	37,600
8	36,000
9	35,940
10	34,000
11	33,295
12	33,177
13	25,065
AVERAGE	37,663

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	36,100
2	(34,164)
3	29,580
4	(26,841)
5	25,400
6	24,046
7	23,000
8	22,164
9	22,100
10	21,100
11	16,604
AVERAGE	25,555

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	47,916
2	45,000
3	39,740
4	39,323
5	36,429
6	35,000
7	35,000
8	31,240
9	30,601
10	30,086
11	29,800
12	29,248
13	28,000
AVERAGE	35,106

TABLE II (Continued)
-DENVER REGION-

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	(59,509)
2	54,200
3	53,000
4	50,000
5	49,000
6	48,500
7	44,000
8	44,000
9	37,974
10	34,400
AVERAGE	47,459

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	42,675
2	39,000
3	37,600
4	37,000
5	34,509
6	31,712
7	30,885
8	29,397
9	29,240
10	29,123
11	28,276
12	27,800
AVERAGE	33,101

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	(59,508)
2	33,000
3	31,200
AVERAGE	41,236

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	41,670
2	36,000
3	28,500
4	28,396
AVERAGE	33,642

BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	37,300
2	31,000
3	25,800
4	25,000
5	19,700
6	14,852
AVERAGE	25,609

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	45,396
2	37,000
3	35,124
4	34,900
5	34,000
6	28,900
7	27,690
8	23,494
AVERAGE	33,313

BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	35,750
2	35,000
3	34,657
4	33,000
5	31,000
6	29,200
7	29,172
8	27,000
9	(26,841)
10	23,500
11	23,300
12	20,228
13	20,000
AVERAGE	28,358

TABLE II (Continued)
-DENVER REGION-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	51,500
2	51,000
3	42,000
4	41,600
5	41,021
6	40,000
7	39,300
AVERAGE	43,774

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	46,500
2	36,224
3	34,000
4	33,000
5	30,216
6	28,952
7	28,644
AVERAGE	33,919

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(36,984)
2	35,400
3	33,500
4	33,300
5	32,455
6	32,000
7	26,500
8	25,300
9	24,000
10	23,419
11	23,000
AVERAGE	29,623

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(36,984)
2	34,000
3	32,674
4	32,000
5	31,600
6	31,400
7	28,474
8	27,700
9	27,523
10	27,142

RANK	SALARY
11	25,498
12	25,000
13	24,290
AVERAGE	29,561

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	32,400
2	29,900
3	29,671
4	29,246
5	28,557
6	28,380
7	26,370
8	26,003
9	25,000
10	24,901
11	23,400
12	23,013
13	21,727
14	18,968
AVERAGE	26,246

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	37,800
2	33,105
3	31,400
4	27,900
5	26,399
6	26,000
7	25,920
8	24,975
9	24,000
10	23,342
11	21,544
12	21,000
13	14,350
AVERAGE	25,980

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	75,000
2	65,004
3	48,725
4	45,100
5	42,358
6	35,127
7	(34,164)
8	29,400
9	22,481
10	21,771
AVERAGE	41,913

TABLE II (Continued)
-DENVER REGION-

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	54,000
2	53,200
3	42,555
4	36,000
AVERAGE	46,439

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	56,700
2	(53,000)
3	37,100
4	33,037
AVERAGE	44,959

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	(38,508)
2	33,839
3	29,700
4	29,000
AVERAGE	32,762

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	42,745
2	40,600
3	(38,508)
4	36,000
5	31,200
6	30,000
7	24,500
AVERAGE	34,793

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	42,000
2	35,250
3	34,300
4	33,684
5	33,000
6	22,274
AVERAGE	33,418

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	39,700
2	39,000
3	37,800
4	36,000
5	35,664
6	34,965
7	33,900
8	33,568
9	29,556
10	29,556
11	29,500
12	22,940
13	22,028
AVERAGE	32,629

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	35,000
2	33,456
3	30,000
4	28,125
5	18,330
6	18,096
AVERAGE	27,168

TABLE II (Continued)
-DENVER REGION-

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	37,500
2	36,750
3	33,744
4	32,400
5	31,750
6	27,300
7	23,000
AVERAGE	31,778

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	38,300
2	34,500
3	33,000
4	31,029
5	26,300
AVERAGE	32,626

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	48,000
2	37,400
3	35,000
4	26,892
5	22,200
6	20,000
7	19,000
AVERAGE	29,785

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	52,500
2	49,600
3	43,120
4	37,550
AVERAGE	45,693

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	54,000
2	54,000
3	48,700
AVERAGE	52,233

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	40,000
2	39,300
3	38,297
4	33,500
5	31,900
6	24,300
AVERAGE	34,550

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	37,884
2	36,000
3	35,500
4	34,152
5	31,500
6	26,475
7	20,880
8	18,500
AVERAGE	30,111

TABLE II (Continued)
-DENVER REGION-

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	52,249
2	50,000
3	48,600
4	43,780
5	39,200
AVERAGE	46,766

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	52,008
2	51,000
3	50,000
4	43,200
5	42,443
6	41,400
7	40,769
8	38,926
9	38,600
AVERAGE	44,261

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	54,500
2	51,000
3	49,948
4	49,307
5	48,500
6	44,240
7	41,826
8	41,500
9	37,810
10	31,900
AVERAGE	45,032

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	52,500
2	45,950
3	44,315
4	40,260
5	39,313
6	38,600
7	33,875
8	33,715
9	30,000
10	(30,000)
11	26,900
AVERAGE	37,749

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	49,308
2	49,200
3	46,500
4	46,127
5	45,619
6	41,400
7	40,769
8	36,101
9	34,300
10	33,900
AVERAGE	42,322

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	56,700
2	54,800
3	53,500
4	53,004
5	52,500
6	43,560
7	43,400
8	41,400
9	34,300
AVERAGE	48,129

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	40,700
2	37,725
3	36,785
4	30,000
AVERAGE	36,303

TABLE II (Continued)
-DENVER REGION-

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	43,700
2	43,500
3	42,800
4	42,409
5	42,000
6	40,700
7	40,500
8	39,417
9	39,300
10	37,511
11	37,461
12	34,406
AVERAGE	40,475

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	48,200
2	42,500
3	41,600
4	35,300
AVERAGE	41,900

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	48,440
2	44,000
3	42,000
4	31,300
AVERAGE	41,435

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	56,630
2	54,300
3	52,000
4	49,800
5	46,000
6	43,100
AVERAGE	50,305

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	81,000
2	75,000
3	73,622
4	63,500
AVERAGE	73,781

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	48,700
2	44,483
3	33,000
AVERAGE	42,063

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	50,000
2	45,756
3	43,756
4	42,800
5	40,300
6	31,560
AVERAGE	42,362

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	59,130
2	45,104
3	45,000
4	42,000
5	37,393
6	35,800
AVERAGE	44,233

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	52,700
2	52,000
3	47,800
AVERAGE	50,833

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	51,930
2	41,600
3	33,250
AVERAGE	42,260

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The eleven participating universities from their region are as follows:

Iowa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas at Lawrence
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at St. Louis
University of Nebraska at Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
-KANSAS CITY REGION-

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	68,500
2	67,157
3	67,150
4	62,750
5	61,500
6	60,000
7	59,950
8	57,500
AVERAGE	63,063

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	60,000
2	59,500
3	(56,000)
AVERAGE	58,500

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	40,215
2	29,801
3	29,600
4	28,080
5	26,642
6	26,000
7	25,650
8	19,000
AVERAGE	27,744

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	63,200
2	60,100
3	(56,000)
4	55,200
5	53,450
6	52,500
7	51,500
8	50,500
9	48,350
AVERAGE	54,533

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	50,000
2	49,800
3	48,800
4	46,700
5	43,853
6	43,500
7	41,400
8	41,100
9	39,200
10	37,000
11	35,000
AVERAGE	43,305

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	55,025
2	47,400
3	45,000
4	44,500
5	39,520
6	38,000
7	33,519
8	32,925
9	27,840
AVERAGE	40,403

TABLE II (Continued)
-KANSAS CITY REGION-

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	56,300
2	53,750
3	50,825
4	49,000
5	45,100
6	44,040
7	42,380
8	(31,543)
AVERAGE	46,613

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(47,350)
2	33,000
3	(31,543)
4	30,000
AVERAGE	35,475

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	(43,200)
2	39,000
3	30,780
4	30,750
5	30,500
6	28,725
7	24,500
8	23,350
9	23,303
AVERAGE	31,013

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	45,100
2	38,875
3	38,460
4	37,550
5	35,700
6	33,800
7	30,000
8	29,000
9	28,400
10	26,000
AVERAGE	34,289

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	27,500
2	25,700
3	23,910
4	22,100
5	21,200
AVERAGE	24,082

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	38,150
2	37,825
3	32,700
4	31,500
5	31,020
6	30,600
7	30,200
8	26,474
9	25,500
10	25,400
11	24,500
AVERAGE	30,352

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(48,200)
2	(47,350)
3	37,000
4	35,420
AVERAGE	41,993

TABLE II (Continued)
-KANSAS CITY REGION-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	54,725
2	52,500
3	49,700
4	48,780
5	48,400
6	48,000
7	46,900
8	43,600
9	43,500
AVERAGE	48,456

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(42,600)
2	(36,600)
3	(35,300)
4	31,250
5	30,500
6	29,045
7	28,020
8	26,200
9	23,800
AVERAGE	31,479

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	44,300
2	43,200
3	36,000
4	33,650
5	32,000
6	31,120
7	30,500
8	26,400
9	23,200
AVERAGE	33,374

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	37,860
2	35,100
3	35,000
4	34,700
5	33,200
6	31,600
AVERAGE	34,577

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(42,600)
2	41,100
3	36,000
4	(35,300)
5	34,550
6	33,300
7	30,500
8	29,045
9	28,650
10	28,020
11	26,000
AVERAGE	33,188

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	64,000
2	54,240
3	53,900
4	51,350
5	51,100
6	46,450
7	44,000
8	16,334
AVERAGE	47,672

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	29,600
2	29,200
3	26,900
4	21,100
5	20,000
6	16,130
AVERAGE	23,822

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	(36,600)
2	31,500
3	30,000
4	29,600
5	28,240
6	27,450
7	26,040
8	25,500
9	25,000
10	24,900
11	22,680
AVERAGE	27,955

TABLE II (Continued)
-KANSAS CITY REGION-

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	50,250
2	49,000
3	45,900
AVERAGE	48,383

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	(44,000)
2	41,160
3	39,900
4	36,400
5	34,920
6	25,715
AVERAGE	36,849

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	33,000
2	31,800
3	20,490
AVERAGE	28,430

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	45,480
2	43,950
3	38,700
4	38,574
5	35,700
6	34,500
7	34,000
8	32,600
9	29,500
AVERAGE	37,000

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	43,100
2	42,060
3	37,500
4	35,100
5	32,800
6	29,400
7	28,600
8	27,694
AVERAGE	34,532

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	34,660
2	31,000
3	30,800
4	24,085
5	23,295
AVERAGE	28,763

TABLE II (Continued)
-KANSAS CITY REGION-

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	45,000
2	30,791
3	30,000
4	28,900
5	26,615
6	25,000
AVERAGE	31,051

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	42,000
2	38,600
3	25,950
AVERAGE	35,517

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(52,000)
2	50,000
3	44,820
4	39,000
AVERAGE	46,455

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	40,660
2	37,800
3	35,750
4	34,052
5	33,000
6	32,149
7	32,000
8	22,500
9	18,000
AVERAGE	31,768

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	(61,403)
2	(58,675)
3	54,500
4	49,070
AVERAGE	55,912

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	44,000
2	39,600
3	37,750
4	27,609
5	25,000
6	23,065
7	21,200
AVERAGE	31,175

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	48,240
2	(44,000)
3	42,650
4	39,500
5	36,700
6	25,000
AVERAGE	39,348

TABLE II (Continued)
-KANSAS CITY REGION-

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	58,500
2	56,000
3	50,900
4	43,960
AVERAGE	52,340

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	53,000
2	51,000
3	48,700
4	46,700
5	41,000
6	(40,850)
7	37,700
8	37,500
9	36,700
10	33,750
11	32,950
AVERAGE	41,805

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	46,400
2	46,325
3	43,600
4	(42,776)
AVERAGE	44,775

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	51,000
2	50,800
3	50,400
4	50,150
5	49,900
6	47,400
AVERAGE	49,942

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	52,800
2	52,300
3	51,100
4	50,000
5	49,000
6	48,400
7	46,620
8	46,000
9	44,000
10	43,800
AVERAGE	48,402

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	(61,400)
2	(58,675)
3	50,500
4	49,300
5	49,200
6	49,070
7	48,600
8	44,500
9	42,600
10	39,000
11	38,000
AVERAGE	48,259

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	55,700
2	50,200
3	49,900
4	47,400
5	47,100
6	45,100
7	44,500
8	44,174
9	42,500
AVERAGE	47,397

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	58,500
2	58,000
3	53,500
4	50,450
5	50,400
6	46,500
7	43,900
AVERAGE	51,607

TABLE II (Continued)
-KANSAS CITY REGION-

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	52,200
2	49,600
3	47,500
4	47,400
AVERAGE	49,175

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	53,000
2	47,000
3	30,000
AVERAGE	43,333

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	54,800
2	51,000
3	50,500
AVERAGE	52,100

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	49,600
2	46,500
3	45,825
AVERAGE	47,975

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	54,700
2	48,500
3	48,150
AVERAGE	50,450

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	61,000
2	56,900
3	54,500
4	53,750
5	52,000
AVERAGE	55,630

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The ten participating universities from these combined regions are:

City University of New York-Brooklyn College
State University of New York at Albany
State University of New York at Binghampton
State University of New York at Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of Massachusetts at Amherst
University of New Hampshire
University of Vermont

TABLE II (Continued)
-NEW YORK AND BOSTON REGIONS-

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	64,500
2	56,600
3	56,530
4	56,408
5	56,408
6	55,600
7	54,500
8	53,000
9	51,000
10	49,500
AVERAGE	55,405

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	52,270
2	44,413
3	41,564
4	40,365
5	40,150
6	38,290
7	36,796
8	36,500
9	32,801
10	31,334
AVERAGE	39,449

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	47,160
2	45,314
3	40,682
4	39,100
5	37,965
6	36,795
7	36,566
8	36,500
AVERAGE	40,039

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	57,240
2	54,180
3	53,600
4	53,410
5	(53,000)
6	52,408
7	45,760
8	44,951
9	44,640
10	44,000
AVERAGE	50,319

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	36,796
2	29,200
3	28,853
4	28,836
5	26,353
6	26,000
7	25,200
8	25,060
AVERAGE	28,287

TABLE II (Continued)
-NEW YORK AND BOSTON REGIONS-

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	54,891
2	51,475
3	48,459
4	47,941
5	(46,100)
6	43,377
7	43,220
8	39,056
AVERAGE	46,690

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	31,574
2	30,300
3	24,480
AVERAGE	28,785

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	36,900
2	35,796
3	35,000
4	33,349
5	33,165
6	30,900
7	30,598
8	30,503
9	17,300
AVERAGE	31,612

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	45,050
2	43,500
3	39,652
4	37,898
5	35,950
6	34,148
7	32,500
8	30,382
AVERAGE	37,385

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	33,000
2	32,509
3	31,449
4	24,630
5	23,750
6	22,149
7	18,500
AVERAGE	26,570

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	38,333
2	35,950
3	34,483
4	34,000
5	32,089
6	27,215
7	25,530
8	20,589
AVERAGE	31,023

TABLE II (Continued)
-NEW YORK AND BOSTON REGIONS-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	50,258
2	44,000
3	42,624
4	42,177
5	42,016
6	41,799
7	40,121
8	26,820
AVERAGE	41,227

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	33,602
2	33,465
3	32,644
4	32,400
5	30,800
6	30,796
7	29,800
8	25,560
AVERAGE	31,134

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	35,996
2	31,954
3	25,000
4	24,660
5	22,827
6	19,412
7	17,050
AVERAGE	25,271

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	41,567
2	39,400
3	36,706
4	35,800
5	35,190
6	32,649
AVERAGE	36,885

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	30,262
2	29,731
3	29,352
4	29,250
5	27,500
6	27,001
7	27,000
8	26,304
9	24,530
AVERAGE	27,881

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	47,400
2	46,171
3	43,420
4	42,211
5	40,546
6	36,796
7	15,600
AVERAGE	38,878

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	31,150
2	20,066
3	17,807
AVERAGE	23,008

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	30,590
2	28,999
3	28,394
4	28,290
5	27,600
6	27,264
7	26,980
8	26,685
9	25,700
AVERAGE	27,833

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE II (Continued)
-NEW YORK AND BOSTON REGIONS-

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY.
1	46,060
2	43,000
3	41,760
4	36,796
AVERAGE	41,904

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	36,009
2	30,300
3	14,100
AVERAGE	26,803

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	38,500
2	33,941
3	30,500
AVERAGE	34,314

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	36,825
2	36,150
3	35,833
4	34,764
5	34,725
6	34,490
7	32,000
8	31,050
9	30,682
10	29,138
AVERAGE	33,566

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	39,819
2	37,300
3	36,149
4	36,000
5	33,801
6	31,081
7	30,000
8	28,100
9	27,355
AVERAGE	33,289

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	32,248
2	30,300
3	29,999
4	28,145
5	27,600
6	24,047
7	22,750
8	21,750
AVERAGE	26,980

TABLE II (Continued)
-NEW YORK AND BOSTON REGIONS-

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	43,919
2	38,341
3	34,328
4	33,700
5	30,000
6	29,902
7	28,000
8	24,061
AVERAGE	32,281

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	34,690
2	33,659
3	31,103
4	31,090
AVERAGE	32,636

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	45,700
2	44,000
3	41,000
AVERAGE	43,567

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	54,000
2	44,000
3	33,940
4	25,771
5	22,894
AVERAGE	36,119

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	32,542
2	28,690
3	21,200
4	18,257
5	18,190
AVERAGE	23,776

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	43,330
2	41,960
3	36,796
4	33,452
AVERAGE	38,885

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	42,919
2	37,700
3	36,795
4	36,500
5	30,751
6	30,000
7	27,885
AVERAGE	34,650

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	40,300
2	30,895
3	30,084
4	28,929
5	27,762
6	26,200
7	26,111
8	24,000
AVERAGE	29,285

TABLE II (Continued)
-NEW YORK AND BOSTON REGIONS-

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	51,550
2	45,200
3	40,230
4	38,998
5	36,796
AVERAGE	42,555

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	53,200
2	46,658
3	43,470
4	39,238
5	38,116
6	36,796
7	36,600
AVERAGE	42,011

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	46,175
2	45,450
3	45,400
4	38,796
5	36,524
6	36,500
7	35,683
AVERAGE	40,647

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	51,950
2	50,400
3	50,204
4	42,510
5	42,000
AVERAGE	47,413

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	37,165
2	37,020
3	(36,500)
4	34,595
5	33,100
6	33,000
7	32,460
8	30,240
AVERAGE	34,260

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	56,240
2	50,950
3	47,592
4	46,000
5	41,674
6	36,500
7	35,587
AVERAGE	44,935

TABLE II (Continued)
-NEW YORK AND BOSTON REGIONS-

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	55,936
2	53,066
3	43,600
4	39,769
5	36,796
6	(36,500)
7	36,273
AVERAGE	43,134

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	77,652
2	77,215
3	62,212
4	49,500
AVERAGE	66,645

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	45,540
2	43,119
3	35,226
AVERAGE	41,295

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	37,460
2	36,949
3	36,796
AVERAGE	37,068

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	44,940
2	42,800
3	42,252
4	26,500
AVERAGE	39,123

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The twelve participating universities from this region are as follows:

College of William & Mary
Indiana University of Pennsylvania
Morgan State University
Temple University
University of Delaware
University of Maryland at Baltimore
University of Maryland-Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
West Virginia University

TABLE II (Continued)
-PHILADELPHIA REGION-

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	70,323
2	66,047
3	66,046
4	65,500
5	63,000
6	59,171
7	57,750
8	53,496
9	49,621
10	43,985
AVERAGE	59,784

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	62,000
2	61,000
3	(52,429)
AVERAGE	58,476

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	36,200
2	29,630
3	27,984
4	27,500
5	25,050
6	24,610
7	22,600
8	21,000
9	20,225
10	19,170
11	19,329
AVERAGE	24,663

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	64,550
2	61,800
3	59,500
4	53,350
5	(52,429)
6	52,000
7	51,600
8	44,512
9	41,106
AVERAGE	53,472

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	46,400
2	44,362
3	44,000
4	43,584
5	43,120
6	42,000
7	41,610
8	40,000
9	38,000
10	36,300
11	34,515
AVERAGE	41,263

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	43,400
2	40,000
3	40,000
4	39,660
5	39,000
6	35,500
7	32,664
8	25,590
9	24,483
AVERAGE	35,366

TABLE II (Continued)
-PHILADELPHIA REGION-

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	(63,940)
2	50,600
3	50,290
4	48,000
5	41,106
6	40,900
AVERAGE	49,137

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	48,224
2	(42,100)
3	34,210
4	33,170
5	28,120
AVERAGE	37,165

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	34,300
2	34,210
3	34,210
4	33,515
5	33,000
6	32,850
7	31,700
8	30,168
9	28,630
10	28,630
11	23,760
12	21,547
AVERAGE	30,543

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	42,763
2	39,000
3	34,210
4	34,210
5	34,000
6	33,100
7	29,930
8	29,900
9	26,656
10	16,770
AVERAGE	32,054

BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	34,210
2	32,720
3	31,290
4	30,720
5	26,350
6	25,050
AVERAGE	30,057

BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	45,044
2	42,000
3	41,945
4	34,210
5	33,170
6	32,720
7	32,400
8	25,680
9	25,590
10	25,584
AVERAGE	33,834

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	(63,940)
2	50,500
3	31,290
4	27,380
5	21,910
6	20,960
AVERAGE	35,997

TABLE II (Continued)
-PHILADELPHIA REGION-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	50,500
2	50,000
3	48,900
4	47,000
5	46,500
6	43,500
7	39,996
8	37,692
AVERAGE	45,511

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	34,515
2	34,104
3	33,535
4	31,500
5	31,453
6	31,375
7	30,000
8	29,500
9	25,003
AVERAGE	31,221

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	37,109
2	29,542
3	28,900
4	28,600
5	27,185
6	24,52[illegible]
7	24,372
8	22,910
9	22,600
10	22,054
11	21,350
AVERAGE	26,277

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	45,170
2	34,515
3	32,600
4	30,000
AVERAGE	35,571

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	35,744
2	35,724
3	35,500
4	31,000
5	30,400
6	30,000
7	27,574
8	25,515
9	25,400
10	23,000
AVERAGE	29,986

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	56,680
2	49,000
3	47,790
4	47,000
5	45,403
6	40,890
7	40,890
8	40,513
9	39,073
10	36,075
AVERAGE	44,332

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	27,175
2	22,956
3	22,050
4	19,900
AVERAGE	23,021

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	31,770
2	31,500
3	28,600
4	29,000
5	27,800
6	27,574
7	27,548
8	26,650
9	26,600
10	24,511
11	23,695
AVERAGE	27,659

TABLE II (Continued)
-PHILADELPHIA REGION-

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	55,290
2	53,700
3	49,183
4	48,400
5	41,106
6	40,320
AVERAGE	47,994

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	54,000
2	53,730
3	(49,596)
4	44,000
5	35,500
6	35,000
7	24,588
AVERAGE	42,345

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	(49,596)
2	43,000
3	41,850
4	39,300
5	36,400
6	34,667
7	31,975
8	31,600
9	27,574
10	26,656
11	23,000
AVERAGE	35,056

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	46,870
2	34,700
3	30,340
4	30,000
5	26,656
6	25,590
7	23,950
AVERAGE	31,197

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	44,800
2	40,196
3	39,370
4	35,100
5	34,210
6	32,700
7	29,568
8	27,380
9	27,380
10	25,590
AVERAGE	33,629

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	42,229
2	37,000
3	34,500
4	29,800
5	27,110
6	22,054
7	19,170
AVERAGE	30,266

TABLE II (Continued)
-PHILADELPHIA REGION-

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	36,000
2	31,900
3	27,390
4	23,500
5	21,889
AVERAGE	29,134

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	43,210
2	36,900
3	35,000
4	32,060
5	29,762
6	27,752
7	(27,750)
AVERAGE	33,205

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	59,000
2	47,600
3	47,075
AVERAGE	51,225

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	40,900
2	38,000
3	34,515
4	33,574
5	32,740
6	30,495
7	29,071
8	(27,750)
AVERAGE	33,381

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	31,175
2	31,000
3	30,440
4	27,360
5	19,008
6	19,856
AVERAGE	26,310

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	46,120
2	35,700
3	34,700
4	31,050
5	29,016
6	27,380
7	27,000
8	25,090
9	22,054
AVERAGE	30,901

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	48,500
2	47,100
3	44,315
4	37,450
5	34,600
6	27,636
7	26,795
8	20,611
AVERAGE	35,876

TABLE II (Continued)
-PHILADELPHIA REGION-

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	56,000
2	55,590
3	46,068
4	45,500
AVERAGE	50,790

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	56,000
2	55,000
3	(52,500)
4	48,500
AVERAGE	53,000

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	64,000
2	55,000
3	53,370
4	51,500
5	48,000
6	48,000
7	42,100
8	41,580
9	40,661
10	39,376
AVERAGE	48,259

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	65,000
2	57,975
3	57,500
4	50,700
5	47,532
6	46,200
7	43,600
8	43,000
9	39,097
10	36,075
AVERAGE	48,668

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	46,500
2	43,903
3	43,800
4	37,654
5	35,875
AVERAGE	41,547

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	63,450
2	61,100
3	61,100
4	59,964
AVERAGE	61,404

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	54,500
2	50,200
3	50,000
4	49,890
5	48,420
6	45,000
7	43,500
8	37,654
9	37,592
AVERAGE	46,306

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	63,000
2	59,500
3	55,000
4	(52,500)
5	50,000
6	46,056
AVERAGE	54,343

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE II (Continued)
-PHILADELPHIA REGION-

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	47,713
2	45,500
3	39,252
4	38,376
AVERAGE	42,712

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	53,200
2	48,500
3	45,000
4	38,376
5	35,465
AVERAGE	44,163

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	56,200
2	55,000
3	49,500
4	46,000
5	45,000
6	44,268
7	43,529
8	42,900
9	39,097
10	38,376
11	36,100
AVERAGE	44,961

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	46,510
2	41,532
3	39,622
4	27,670
AVERAGE	38,834

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	49,500
2	48,100
3	46,540
4	38,376
5	34,020
6	29,714
AVERAGE	41,042

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	69,000
2	64,010
3	59,600
4	55,000
5	52,380
AVERAGE	59,798

TABLE II (Continued)
-PHILADELPHIA REGION-

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	95,766
2	78,850
3	77,000
4	54,336
AVERAGE	76,488

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	54,237
2	53,300
3	49,910
4	44,498
AVERAGE	50,486

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	54,423
2	49,200
3	46,543
4	45,500
5	39,660
6	25,121
AVERAGE	43,408

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	56,401
2	48,300
3	46,430
4	37,152
AVERAGE	47,071

111

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The fourteen participating universities from this region are as follows:

Arizona State University
California State University at Los Angeles
Northern Arizona University
San Diego State University
University of Arizona
University of California at Berkeley
University of California at Davis
University of California at Riverside
University of California at Santa Barbara
University of California at Santa Cruz
University of Hawaii at Manoa
University of Nevada at Las Vegas
University of Nevada at Reno
University of Oregon

TABLE II (Continued)
-SAN FRANCISCO REGION-

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	79,500
2	79,500
3	75,000
4	71,000
5	69,500
6	69,500
7	68,750
8	65,800
9	63,180
10	60,423
11	47,500
12	47,500
13	42,750
AVERAGE	64,454

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	68,000
2	62,700
3	61,700
4	60,000
5	51,072
6	51,072
7	50,000
8	46,500
9	45,971
AVERAGE	55,224

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	62,750
2	61,380
3	59,500
AVERAGE	61,210

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	55,500
2	53,750
3	51,400
4	48,950
5	47,556
6	47,000
7	46,475
8	45,348
9	44,530
10	44,000
11	40,082
12	39,500
13	38,837
AVERAGE	46,379

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	(34,687)
2	34,476
3	33,990
4	33,850
5	32,353
6	31,729
7	30,408
8	28,560
9	26,300
10	19,910
AVERAGE	30,626

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	55,200
2	50,116
3	(50,100)
4	47,950
5	42,700
6	42,000
7	40,025
8	39,490
9	36,504
10	34,656
AVERAGE	43,874

TABLE II (Continued)
-SAN FRANCISCO REGION-

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	55,925
2	54,000
3	53,300
4	51,072
5	51,072
6	50,000
7	45,550
8	45,500
AVERAGE	50,803

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	51,000
2	40,150
3	39,500
4	38,500
5	37,850
6	37,400
7	36,762
8	36,752
9	33,060
AVERAGE	38,997

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	45,348
2	37,620
3	37,300
4	33,276
5	30,084
AVERAGE	36,726

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	37,800
2	36,000
3	34,884
4	32,400
5	28,704
AVERAGE	33,958

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	46,000
2	43,400
3	41,910
4	41,800
5	39,380
6	38,364
7	34,900
8	33,852
9	33,500
10	33,060
11	24,948
AVERAGE	37,374

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	44,500
2	43,780
3	40,400
4	39,000
5	36,236
6	35,001
7	34,400
8	33,060
9	32,900
10	32,612
11	31,950
12	31,367
AVERAGE	36,267

TABLE II (Continued)
-SAN FRANCISCO REGION-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	59,600
2	59,200
3	57,750
4	55,000
5	54,590
6	50,000
7	48,500
8	45,000
AVERAGE	53,655

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	47,964
2	45,072
3	44,100
4	(42,157)
5	40,965
6	40,300
7	40,000
8	39,732
9	37,896
10	33,276
11	33,211
12	31,075
13	25,231
AVERAGE	38,329

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	48,622
2	45,348
3	45,348
4	39,500
5	38,422
6	34,750
7	34,038
8	33,300
9	31,790
AVERAGE	39,013

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	43,545
2	(42,157)
3	38,390
4	38,000
5	37,896
6	35,006
7	35,000
8	31,380
9	30,660
10	26,332
11	26,328
12	23,000
AVERAGE	33,975

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	34,500
2	29,940
3	28,947
AVERAGE	31,129

TABLE II (Continued)
-SAN FRANCISCO REGION-

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	39,732
2	39,732
3	38,700
4	38,364
5	34,047
6	33,924
7	33,696
8	33,456
9	33,300
10	30,663
11	30,537
12	28,000
13	24,530
AVERAGE	33,744

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	39,732
2	39,500
3	35,000
4	34,586
5	34,100
6	33,814
7	33,350
8	33,276
9	22,200
AVERAGE	33,951

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	64,856
2	61,836
3	59,056
4	58,920
5	58,224
6	57,900
7	49,500
8	48,096
9	46,776
10	46,696
11	45,000
12	38,420
AVERAGE	52,940

TABLE II (Continued)
-SAN FRANCISCO REGION-

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	64,000
2	66,790
3	69,000
AVERAGE	66,597

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	64,500
2	59,400
3	46,800
4	45,550
AVERAGE	54,063

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY
1	60,000
2	53,100
3	55,800
4	54,197
5	46,200
6	42,790
AVERAGE	52,848

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	59,611
2	45,000
3	39,800
4	23,900
AVERAGE	49,329

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	51,550
2	49,500
3	46,750
4	46,500
5	43,400
6	39,732
7	36,144
8	34,000
9	31,240
10	24,085
AVERAGE	40,290

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	45,349
2	43,265
3	41,880
4	40,800
5	40,480
6	40,000
7	30,065
AVERAGE	40,263

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	48,500
2	48,490
3	45,800
4	42,460
5	42,300
6	41,400
7	40,700
8	38,088
9	37,150
10	35,517
11	33,442
12	33,060
AVERAGE	40,575

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	39,280
2	39,000
3	37,032
4	37,032
5	33,300
6	27,675
AVERAGE	35,220

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	51,550
2	43,000
3	39,732
4	36,168
5	35,100
6	34,789
7	33,900
8	31,000
9	30,264
10	29,500
11	27,500
12	22,208
AVERAGE	34,559

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	45,000
2	44,636
3	35,140
4	35,000
5	27,384
AVERAGE	37,432

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	36,420
2	35,200
3	35,140
4	32,000
5	25,104
6	24,832
7	24,452
AVERAGE	30,450

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	52,000
2	47,800
3	42,572
AVERAGE	47,457

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	64,150
2	47,147
3	38,364
AVERAGE	49,887

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	42,653
2	41,800
3	36,172
4	35,796
5	34,000
AVERAGE	38,085

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	44,136
2	41,140
3	39,732
4	34,884
5	30,065
6	27,036
AVERAGE	36,166

TABLE II (Continued)
-SAN FRANCISCO REGION-

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	56,621
2	55,500
3	53,300
4	46,106
5	42,750
6	40,300
AVERAGE	49,096

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	57,246
2	56,500
3	53,500
4	52,800
5	45,765
6	45,348
7	45,348
8	44,232
9	42,750
AVERAGE	49,277

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	51,600
2	48,100
3	44,954
4	42,750
5	26,494
AVERAGE	42,780

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	49,000
2	48,600
3	46,666
4	45,348
5	45,095
6	44,505
7	43,000
8	41,083
9	39,732
10	39,500
11	33,305
AVERAGE	43,258

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	47,770
2	(45,348)
3	45,348
4	42,750
5	42,157
6	39,564
AVERAGE	43,823

DEANS (DIRECTORS):
EARTH SCIENCES/NATURAL RESOURCES

RANK	SALARY
1	52,000
2	45,800
3	43,540
AVERAGE	47,113

TABLE II (Continued)
-SAN FRANCISCO REGION-

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	57,000
2	54,100
3	53,541
4	50,500
5	50,445
6	46,100
7	45,348
8	43,226
9	42,750
10	42,572
AVERAGE	48,569

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	57,000
2	56,300
3	55,964
4	52,800
5	51,800
6	50,020
7	45,677
8	45,348
9	41,327
AVERAGE	50,693

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	64,800
2	59,500
3	54,071
4	47,750
5	45,348
6	44,635
7	43,236
8	42,750
AVERAGE	50,136

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	55,000
2	42,800
3	35,823
4	34,830
5	34,700
6	28,642
AVERAGE	38,633

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	51,707
2	49,755
3	47,923
4	45,348
AVERAGE	48,706

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	50,217
2	42,434
3	38,110
4	37,592
AVERAGE	42,088

TABLE II (Continued)
-SAN FRANCISCO REGION-

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	52,400
2	50,200
3	(50,000)
4	36,986
5	26,850
AVERAGE	43,287

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	39,250
2	36,400
3	34,697
AVERAGE	36,782

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	54,933
2	47,500
3	45,090
4	43,817
5	43,777
6	43,236
AVERAGE	46,392

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	46,900
2	35,265
3	31,588
4	31,303
AVERAGE	36,264

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	76,838
2	74,890
3	57,600
4	43,500
AVERAGE	63,207

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	50,667
2	(50,000)
3	48,300
AVERAGE	49,656

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	59,450
2	56,851
3	54,900
4	42,500
AVERAGE	53,425

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	59,300
2	47,150
3	45,106
4	41,875
AVERAGE	48,358

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	46,276
2	45,348
3	42,750
4	40,094
AVERAGE	43,617

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	57,000
2	56,106
3	45,349
AVERAGE	52,818

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	51,881
2	51,500
3	42,157
4	40,000
5	39,732
6	39,564
7	32,500
AVERAGE	42,476

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska at Fairbanks
University of Idaho
Washington State University

TABLE II(Continued)
-SEATTLE REGION-

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	79,165
2	66,780
3	63,648
4	59,580
5	59,580
6	52,666
7	50,357
AVERAGE	61,540

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	59,405
2	47,500
3	42,000
4	40,622
5	40,000
6	39,600
7	35,568
AVERAGE	43,523

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	47,000
2	41,775
3	36,754
4	35,892
5	33,900
6	27,450
AVERAGE	37,130

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	66,830
2	62,700
3	53,767
4	50,000
5	47,798
6	45,115
AVERAGE	54,368

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	32,594
2	26,875
3	25,800
4	25,000
5	24,390
6	21,965
7	21,216
AVERAGE	25,404

TABLE II(Continued)
-SEATTLE REGION-

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	55,000
2	53,041
3	47,798
4	43,906
5	43,056
AVERAGE	48,561

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	64,709
2	38,915
3	37,216
4	36,600
5	34,320
6	33,821
AVERAGE	40,914

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	42,286
2	40,594
3	40,320
4	35,500
5	30,324
6	28,019
7	25,334
AVERAGE	34,625

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	46,779
2	35,425
3	34,382
4	28,642
AVERAGE	36,307

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	32,200
2	31,212
3	29,676
4	28,517
AVERAGE	30,401

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	47,986
2	33,413
3	29,736
4	29,736
5	29,736
6	26,270
7	25,334
AVERAGE	31,744

TABLE II(Continued)
-SEATTLE REGION-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	45,000
2	41,505
3	38,700
AVERAGE	41,735

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	52,458
2	36,000
3	29,390
4	28,800
5	27,790
AVERAGE	34,888

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	55,469
2	45,000
3	38,504
4	35,000
5	31,886
AVERAGE	41,771

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	40,373
2	32,256
3	31,500
4	30,701
5	29,000
6	25,560
7	23,400
AVERAGE	30,399

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	45,000
2	31,954
3	24,400
4	19,170
AVERAGE	30,131

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	37,450
2	35,000
3	32,256
4	28,142
5	23,339
AVERAGE	31,237

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	40,789
2	38,268
3	36,504
4	35,500
5	29,100
6	26,900
7	26,208
AVERAGE	33,324

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	49,546
2	46,738
3	45,406
4	43,000
5	43,000
6	42,829
AVERAGE	45,086

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1980-1981

TABLE II(Continued)
-SEATTLE REGION-

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	41,995
2	40,000
3	34,500
4	25,900
5	23,424
AVERAGE	33,144

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	39,600
2	37,003
3	35,000
4	29,400
5	16,411
AVERAGE	31,483

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	35,425
2	30,000
3	29,329
AVERAGE	31,584

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	57,139
2	37,956
3	37,956
4	37,956
5	37,625
6	32,261
7	30,685
AVERAGE	38,526

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	40,373
2	29,563
3	29,025
4	22,200
AVERAGE	30,291

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	38,022
2	33,000
3	29,323
4	27,581
5	23,500
AVERAGE	30,286

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	45,000
2	39,775
3	38,400
4	33,010
5	32,136
6	29,136
AVERAGE	36,243

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	33,010
2	33,000
3	29,000
4	27,800
5	24,599
6	21,902
AVERAGE	28,219

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	53,269
2	40,000
3	32,01[illegible]
4	31,950
5	26,832
AVERAGE	36,812

TABLE II(Continued)
-SEATTLE REGION-

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	68,340
2	58,000
3	54,000
4	46,550
AVERAGE	56,950

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	43,600
2	36,455
3	29,000
4	28,143
5	25,147
AVERAGE	32,469

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	63,003
2	55,000
3	50,493
4	45,053
5	40,280
6	36,691
AVERAGE	48,420

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	67,808
2	56,000
3	52,884
4	45,000
5	41,496
6	40,524
7	34,757
AVERAGE	48,353

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	69,988
2	53,500
3	49,750
4	48,703
5	46,920
6	44,491
7	40,123
AVERAGE	50,482

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	63,960
2	55,000
3	50,000
4	46,550
5	40,874
6	35,753
AVERAGE	48,690

TABLE II(Continued)
-SEATTLE REGION-

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	55,500
2	52,263
3	43,125
4	42,557
5	39,624
AVERAGE	46,613

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	49,200
2	47,500
3	30,893
AVERAGE	42,529

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	47,225
2	45,000
3	39,600
4	38,501
AVERAGE	42,582

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	60,000
2	52,512
3	42,557
AVERAGE	51,690

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-TWO UNIVERSITY SYSTEMS IN TWENTY-SEVEN STATES

This table summarizes the data for thirty-two university systems in twenty-seven states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State University & Colleges
City University of New York
Indiana University
Louisiana State University
Montana University System
New Mexico State University
North Dakota State University
Oregon State System of Higher Education
Southern Illinois University
State University & Community College System of Tennessee
State University System of Florida
University of Alabama System
University of Alaska
University of Arkansas System
University of California, Systemwide Administration
University of Colorado, Central
University of Hawaii
University of Houston System
University of Illinois
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Missouri
University of Nebraska
University of Nevada System
University of North Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
-UNIVERSITY SYSTEMS-

CHIEF EXECUTIVE OFFICER: PRESIDENT/CHANCELLOR

RANK	SALARY
1	88,000
2	84,000
3	82,500
4	81,825
5	80,163
6	80,000
7	79,545
8	79,000
9	77,500
10	75,000
11	73,723
12	71,500
13	70,250
14	70,000
15	69,000
16	68,250
17	67,500
18	65,900
19	64,095
20	63,900
21	63,672
22	6[illegible],301
23	59,500
24	59,125
25	55,000
26	55,000
27	54,187
28	50,800
29	47,500
30	46,800
31	45,000
AVERAGE	67,369

ACADEMIC OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	75,878
2	69,540
3	69,400
4	65,500
5	(64,371)
6	64,000
7	62,000
8	59,000
9	58,126
10	56,600
11	55,300
12	54,200
13	(52,790)
14	52,365
15	51,027
16	50,700
17	48,000
18	47,304
19	47,043
20	45,600
21	44,000
22	42,750
AVERAGE	56,159

ACADEMIC OFFICERS: DIRECTOR

RANK	SALARY
1	40,500
2	35,389
3	28,090
AVERAGE	34,656

OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	(78,166)
2	76,000
3	75,800
4	72,708
5	71,500
6	58,704
7	(59,600)
8	58,126
9	54,267
10	(52,790)
11	48,000
AVERAGE	64,060

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	77,000
2	69,000
3	65,000
4	61,500
5	(59,880)
6	53,165
7	51,027
8	50,520
9	50,300
10	46,500
11	45,000
12	44,000
13	42,750
14	41,200
AVERAGE	53,989

TABLE III (Continued)
-UNIVERSITY SYSTEMS-

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	61,500
2	49,500
3	47,382
4	46,500
5	(44,500)
6	43,324
7	40,600
8	40,420
9	39,000
10	39,000
11	37,549
12	37,500
13	35,200
14	33,984
15	31,140
16	30,100
17	30,000
18	28,500
AVERAGE	39,761

FINANCE OR BUSINESS OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	(78,166)
2	69,540
3	68,400
4	65,500
5	65,000
6	(59,880)
7	58,860
8	57,000
9	55,600
10	54,200
11	53,165
12	52,600
13	51,282
14	51,027
15	49,757
16	49,500
17	48,200
18	46,332
19	44,000
20	43,000
21	43,000
22	(41,720)
23	39,000
24	37,177
AVERAGE	53,413

FINANCE OR BUSINESS OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	57,000
2	52,800
3	52,500
4	50,332
5	48,327
6	46,446
7	(46,000)
8	45,500
9	45,100
10	43,068
11	39,500
12	37,500
13	36,660
14	36,000
15	33,800
16	33,200
17	30,200
18	30,000
19	27,900
20	20,340
AVERAGE	40,609

FINANCE OR BUSINESS OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	53,700
2	34,550
3	31,392
4	27,500
AVERAGE	36,786

FINANCE OR BUSINESS OFFICERS:
CONTROLLER

RANK	SALARY
1	58,469
2	55,500
3	45,247
4	45,000
5	41,484
6	37,400
7	36,600
8	36,400
9	35,280
10	35,034
11	32,700
12	30,200
13	30,085
14	29,240
15	29,100
AVERAGE	38,516

TABLE III (Continued)
-UNIVERSITY SYSTEMS-

FINANCE OR BUSINESS OFFICERS:
TREASURER

RANK	SALARY
1	70,000
2	49,200
3	48,000
4	47,040
5	46,750
6	45,300
7	(41,720)
8	38,508
9	37,000
10	36,800
AVERAGE	46,032

PUBLIC RELATIONS OFFICERS:
INFORMATION SERVICES:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	57,000
2	46,707
3	41,000
AVERAGE	48,236

PUBLIC RELATIONS OFFICERS:
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	(52,238)
2	47,782
3	45,000
4	45,000
5	39,440
6	36,499
7	35,000
8	33,400
9	33,300
10	33,000
11	32,400
12	31,423
13	31,208
14	30,700
15	30,404
16	29,320
AVERAGE	36,482

PUBLIC RELATIONS OFFICERS:
LEGISLATIVE RELATIONS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	54,900
2	51,283
3	47,000
4	46,500
5	(46,200)
6	40,227
AVERAGE	47,685

PUBLIC RELATIONS OFFICERS:
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	64,068
2	49,405
3	47,000
4	45,000
5	39,000
6	38,000
7	34,340
8	23,209
AVERAGE	42,503

PUBLIC RELATIONS OFFICERS:
DEVELOPMENT:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	54,755
2	43,560
3	38,882
AVERAGE	45,732

PUBLIC RELATIONS OFFICERS:
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	57,000
2	42,661
3	38,007
4	33,580
5	30,497
AVERAGE	40,349

TABLE III (Continued)
-UNIVERSITY SYSTEMS-

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	(58,600)
2	54,100
3	52,909
4	45,823
5	40,110
AVERAGE	50,909

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: DIRECTOR

RANK	SALARY
1	59,469
2	48,000
3	43,865
4	42,800
5	41,535
6	41,400
7	41,020
8	40,303
9	40,082
10	39,400
11	36,312
12	35,000
13	34,700
14	34,400
15	34,335
16	32,000
17	30,250
18	29,556
AVERAGE	38,924

INSTITUTIONAL RESEARCH OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	55,000
2	48,506
3	40,800
AVERAGE	48,102

INSTITUTIONAL RESEARCH OFFICERS: DIRECTOR

RANK	SALARY
1	(52,239)
2	49,260
3	41,937
4	41,900
5	37,500
6	36,000
7	34,687
8	33,000
9	32,500
10	29,555
11	28,900
12	28,700
13	27,800
14	26,000
AVERAGE	35,713

LEGAL COUNSEL

RANK	SALARY
1	70,000
2	66,600
3	64,068
4	(59,900)
5	56,800
6	55,000
7	(54,800)
8	51,300
9	51,027
10	50,000
11	49,606
12	48,300
13	48,000
14	47,257
15	46,560
16	46,000
17	40,252
18	39,911
19	38,664
20	37,450
21	36,800
22	35,580
23	34,500
24	29,700
AVERAGE	48,253

SECRETARY TO THE BOARD

RANK	SALARY
1	(59,900)
2	56,000
3	(54,600)
4	53,500
5	48,200
6	47,000
7	(46,200)
8	43,400
9	41,939
10	41,000
11	36,570
12	35,347
13	34,300
14	33,151
15	27,000
16	26,900
17	26,600
18	23,154
19	21,672
20	20,000
21	15,250
AVERAGE	37,737

DIRECTOR OF PERSONNEL

RANK	SALARY
1	(52,239)
2	43,784
3	42,900
4	42,510
5	41,650
6	41,100
7	40,227
8	40,100
9	40,000
10	39,500
11	38,000
12	37,300
13	36,804
14	36,300
15	32,163
16	31,777
17	31,000
18	29,900
19	29,100
20	27,952
21	25,900
22	20,229
AVERAGE	36,247